FORM NLRB-501 (3-21)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
13-CA-310477	1-17-23	

INSTRUCTIONS: File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occur	rring
	OYER AGAINST WHOM CHARGE IS BROUGHT	mig.
a. Name of Employer Medieval Knights, LLC		b. Tel. No. 847-882-1496
		c. Cell No.
d Address (Street site state and 710 ands)	a Faralarias Banasantatira	f. Fax. No. 847-882-0202
d. Address (Street, city, state, and ZIP code) 2001 N. Roselle Rd Schaumburg, IL 60195	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) medievaltimes.com
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Performance Venue	j. Identify principal product or service Entertainment	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of secti	on 8(a), subsections (1) and
(list subsections) (3)	of the National Labor	Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair labor practices are prac-	tices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.  2. Basis of the Charge (set forth a clear and concise state)		
organize employees at the Employer's Chicago ver (b) (6), (b) (7)(C) 2022 and, on (b) (6), (b) (7)(C) 2022, term limited to, soliciting authorization cards from emp Employer. Also within the last six months, the Em exercise of their Section 7 rights by individually in	inated of in retaliation for engaging in protected loyees and expressing pro-union sympathies in many ployer has interfered with employees, including, the terrogating them about their union affiliation and	d concerted activity, including, but not andatory meetings convened by the but not limited to, (0) (6), (7)(C) in the
Full name of party filing charge (if labor organization, g American Guild of Variety Artists	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 363 Seventh Avenue, 17th Floor	9)	4b. Tel. No. 212-675-1003
New York, NY 10001		4c. Cell No.
		4d. Fax No. 212-633-0097
		AGVANY@aol.com
5. Full name of national or international labor organization None	n of which it is an affiliate or constituent unit (to be filled in	n when charge is filed by a labor organization)
I declare that I have read the abo	ARATION we charge and that the statements	Tel. No. 212-765-2100
/s/ Eric R. Greene	ny knowledge and belief.  Eric R. Greene, Counsel	Office, if any, Cell No. 917-650-7894
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 212-765-8954
Spivak Lipton LLP Address 1040 6th Avenue, 20th Floor, NY, NY 10	Date 01/17/2023	e-mail egreene@spivaklipton.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 13 Dirksen Federal Building 219 South Dearborn Street, Suite 808 Chicago, IL 60604-2027

Agency Website: www.nlrb.gov Telephone: (312)353-7570 Fax: (312)886-1341 Download NLRB Mobile App

January 19, 2023

(b) (6), (b) (7)(C)
Medieval Knights, LLC
2001 North Roselle Road
Schaumburg, IL 60195

Re: Medieval Knights LLC Case 13-CA-310477

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Rachel Stopchinski whose telephone number is (312) 353-4169 and whose email address is Rachel.stopchinski@nlrb.gov. If this Board agent is not available, you may contact Supervisory Examiner Kate Gianopulos whose telephone number is (312) 353-4162.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by January 24, 2023. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours.

Angie Cowan Hamada Regional Director

and Harb

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD (3-11)						
QUESTIONNAIRE ON COMMERCE INFORMATION						
Please read carefully, answer all applicable items, and r	eturn to the NLRB Office.	. If addition	nal space is required, please add a p	age and i	dentify item number.	
CASE NAME					NUMBER	
				13-CA	-310477	
1. EXACT LEGAL TITLE OF ENTITY (As filed	with State and/or stated	d in legal (	documents forming entity)			
2. TYPE OF ENTITY						
[ ] CORPORATION [ ] LLC [ ] LLP [	] PARTNERSHIP [	[] SOLE	PROPRIETORSHIP [ ] OTI	HER (Spe	cify)	
3. IF A CORPORATION or LLC	D NAME ADDRES	CC AND	DELATIONELID (	-: 4:> 0	E ALL DELATED E	NETETICS
A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRES	35, AND	RELATIONSHIP (e.g. parent, sub	sidiary) C	F ALL KELATED E	MIIIES
4. IF AN LLC OR ANY TYPE OF PARTNERSH	IP, FULL NAME AND	) ADDRE	SS OF ALL MEMBERS OR PA	RTNERS		
5. IF A SOLE PROPRIETORSHIP, FULL NAM	E AND ADDRESS OF I	PROPRII	ETOR			
6. BRIEFLY DESCRIBE THE NATURE OF YO	UR OPERATIONS (Pro	roducts ha	ndled or manufactured, or nature o	f services	performed).	
7A. PRINCIPAL LOCATION:	7R	RRANCE	H LOCATIONS:			
// Idiversib Bookiton	75.	Dictives	i Eccilions.			
8. NUMBER OF PEOPLE PRESENTLY EMPLO	OYED	8. NUMBER OF PEOPLE PRESENTLY EMPLOYED				
A. TOTAL:	B. AT THE ADDRE	ESS INVO	LVED IN THIS MATTER:			
A. TOTAL:  9. DURING THE MOST RECENT (Check the ap.)				CAL YE		)
9. DURING THE MOST RECENT (Check the ap	propriate box): [ ] CAL	LENDAR	[]12 MONTHS or []FISO		AR (FYDATESYES	) NO
	propriate box): [ ] CAL	LENDAR	[]12 MONTHS or []FISO			) NO
DURING THE MOST RECENT (Check the application)  A. Did you provide services valued in excess of \$50 \$ B. If you answered no to 9A, did you provide services.	propriate box): [ ] CAL 0000 directly to customer es valued in excess of \$50	LENDAR ers outside	[ ] 12 MONTHS or [ ] FISO your State? If no, indicate actual v customers in your State who purcha	alue.		) NO
DURING THE MOST RECENT (Check the application)  A. Did you provide services valued in excess of \$50 \$  B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly of \$100 \$    Continue of the provide service of \$100 \$    Continue of the provide	propriate box): [ ] CAL 0000 directly to customer es valued in excess of \$50	LENDAR ers outside	[ ] 12 MONTHS or [ ] FISO your State? If no, indicate actual v customers in your State who purcha	alue.		) NO
DURING THE MOST RECENT (Check the application)  A. Did you provide services valued in excess of \$50 \$ B. If you answered no to 9A, did you provide services.	propriate box): [ ] CAL 0,000 directly to customer es valued in excess of \$50 utside your State? If no,	ers outside 50,000 to c	your State? If no, indicate actual verstomers in your State who purchashe value of any such services you	alue. ised		NO NO
Did you provide services valued in excess of \$50     S      B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly oprovided. \$      C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting	propriate box): [ ] CAL ,000 directly to customer es valued in excess of \$50 utside your State? If no, e services valued in excess	ers outside 50,000 to co, indicate t ess of \$50,	your State? If no, indicate actual verstomers in your State who purchashe value of any such services you	alue.		) NO
DURING THE MOST RECENT (Check the application)  A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL 0,000 directly to customer es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial buil	trs outside (50,000 to condition), indicate the condition (150,000 to condition).	your State? If no, indicate actual versioners in your State who purchashe value of any such services you ooo to public utilities, transit system ucational institutions, or retail conditions.	ms, cems?		) NO
Did you provide services valued in excess of \$50     S      B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly oprovided. \$      C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting	propriate box): [ ] CAL 0,000 directly to customer es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial buil	trs outside (50,000 to condition), indicate the condition (150,000 to condition).	your State? If no, indicate actual versioners in your State who purchashe value of any such services you ooo to public utilities, transit system ucational institutions, or retail conditions.	ms, cems?		) NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  [,000 directly to customer  es valued in excess of \$50  utside your State? If no,  e services valued in excess  stations, commercial buil  rectly to customers locate  ed in excess of \$50,000 de	ers outside 50,000 to condition indicate the ess of \$50, ildings, educated outside directly to	your State? If no, indicate actual versioners in your State who purchase the value of any such services you of the value of any such services you of the value of any such services you cational institutions, or retail concervous State? If less than \$50,000, in customers located inside your State.	ms, eems?		) NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  [,000 directly to customer  es valued in excess of \$50  utside your State? If no,  e services valued in excess  stations, commercial buil  rectly to customers locate  ed in excess of \$50,000 de	ers outside 50,000 to condition indicate the ess of \$50, ildings, educated outside directly to	your State? If no, indicate actual versioners in your State who purchase the value of any such services you of the value of any such services you of the value of any such services you cational institutions, or retail concervous State? If less than \$50,000, in customers located inside your State.	ms, eems?		) NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  [,000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial buil rectly to customers locate ed in excess of \$50,000 d from directly outside you	ers outside ers outside ers outside ers of \$50,000 to control ers of \$50, ildings, educated outside directly to your State?	your State? If no, indicate actual versioners in your State who purchase the value of any such services you of the value of any such services your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate am	ms, eems?		) NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  1,000 directly to customers  1,000 directly to customers locate  1,000 directly to customers  1,000 di	ers outside ers outside ers outside ers of \$50,000 to control ers of \$50, indicate the ers of \$50, ildings, edited outside directly to your State?	your State? If no, indicate actual versioners in your State who purchashe value of any such services you on the value of any such services you on the value of any such services you of the value of any such services your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amount of the value of the	ms, eems?  ndicate e who ount.		NO NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  good directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial build rectly to customers locate ed in excess of \$50,000 do from directly outside you excess of \$50,000 from directes of \$50,000 from directes of \$50,000 from directes of \$50,000 from directes of \$50,000 from en	ers outside ers outside ers outside ers of \$50,000 to control ers of \$50, indicate the ers of \$50, ildings, edited outside directly to your State?	your State? If no, indicate actual versioners in your State who purchashe value of any such services you on the value of any such services you on the value of any such services you of the value of any such services your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amount of the value of the	ms, eems?  ndicate e who ount.		) NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  1,000 directly to customers  1,000 directly to customers locate  2,000 directly to customers  3,000 directly to customers  4,000 directly to customers  5,000 directly to customers  6,000 directly	ers outside ers outside ers outside ers of \$50,000 to control ers of \$50, ildings, edited outside ers outside ers outside ers outside ers outside ers outside ers ers ers ers ers ers ers ers ers er	your State? If no, indicate actual versioners in your State who purchashe value of any such services you on the value of any such services you of the value of any such services your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amuside your State?	ms, eems?  ndicate e who ount.		NO NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  [,000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial build rectly to customers locate ed in excess of \$50,000 do from directly outside you excess of \$50,000 from directly outside you excess of \$50,000 from entindicate amount. \$  of services (Check the large)	ers outside ers outside ers outside ers of \$50,000 to control ers of \$50, indicate the ers of \$50, ildings, edited outside ers outside ers outside ers outside ers outside ers ers ers ers ers ers ers ers ers er	your State? If no, indicate actual versioners in your State who purchashe value of any such services you on the value of any such services you of the value of any such services your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amount of the value of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State?	ms, eems?  ndicate e who ount.		NO NO
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  1,000 directly to customer  1,000 directly to customer  2,000 directly to customer  2,000 directly to customer  2,000 directly to customer  2,000 directly fino,  2,000 eservices valued in excess  3,000 directly to customers locate  2,000 directly to customers locate  3,000 directly to customers locate  3,000 directly outside year  4,000 directly outside year  5,000 from directly outside year  6,000 from directly outside year  7,000 from directly outside year  8,000 from directly outside year  9,000 from directly outside year  9,000 from directly outside	tendar soutside of 50,000 to control of 50,000 to	your State? If no, indicate actual versioners in your State who purchashe value of any such services you on the value of any such services you of the value of any such services your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amount of the value of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State?	ms, eems?  ndicate e who ount.		NO NO
A. Did you provide services valued in excess of \$50 \$  B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly oprovided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 diamount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in eximicate amount. \$  G. Did you purchase and receive goods valued in expoints outside your State? If less than \$50,000, H. Gross Revenues from all sales or performance of [] \$100,000 [] \$250,000 [] \$500,000	propriate box): [ ] CAL  good directly to customer  es valued in excess of \$50  utside your State? If no,  e services valued in excess  stations, commercial buil  rectly to customers locate  ed in excess of \$50,000 do  from directly outside you  excess of \$50,000 from directly outside you  excess of \$50,000 from entindicate amount. \$  of services (Check the lar  [ ] \$1,000,000 or more  onths? If yes, specify do	rs outside () 50,000 to co, indicate the control of	your State? If no, indicate actual values of any such services you not public utilities, transit system ucational institutions, or retail concervators are your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State?	ms, eems?  Indicate who ount.	YES	
Puring the Most Recent (Check the applications)  A. Did you provide services valued in excess of \$50 \$  B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly oprovided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 diamount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in exidicate amount. \$  G. Did you purchase and receive goods valued in expoints outside your State? If less than \$50,000, H. Gross Revenues from all sales or performance of \$100,000 \$  I. Did you begin operations within the last 12 metrics.	propriate box): [ ] CAL  group of the control of th	tendar trs outside trous outside to the state outside to the state outside to the state outside to the state outside the state outside the state outside outside the state outside ou	your State? If no, indicate actual values of any such services you not public utilities, transit system ucational institutions, or retail concervators are your State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount of the your State?	ms, eems?  Indicate who ount.	YES	
A. Did you provide services valued in excess of \$50 \$	propriate box): [ ] CAL  ground in excess of \$50  ground in excess of \$50,000  ground in excess of \$50,000 from directly outside your  ground in excess of \$50,000 from directly outside your  ground in excess of \$50,000 from directly outside your  ground in excess of \$50,000 from enting indicate amount. \$  [ ] \$1,000,000 from more indicate in excess of \$50,000 from enting in excess of \$50	rs outside () 50,000 to co, indicate t ess of \$50, ildings, edited outside directly to your State? irectly outside outside et interprises to the interprise to the interpris	your State? If no, indicate actual versioners in your State who purchashe value of any such services you ooo to public utilities, transit systemational institutions, or retail concervour State? If less than \$50,000, in customers located inside your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, indicate amount of the property o	ms, eems?  Indicate e who ount.  OU, om	YES	

### PRIVACY ACT STATEMENT

DATE

E-MAIL ADDRESS

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

SIGNATURE

NAME AND TITLE (Type or Print)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

### UNITED STATES OF AMERICA

**BEFORE THE NATIONAL LABOR RELATIONS BOARD** 

MEDIEVAL KNIGHTS LLC		
Charged Party		
and	Case 13-CA-310477	
AMERICAN GUILD OF VARIETY ARTISTS		
Charging Party		
AFFIDAVIT OF SERVICE OF CHARGE AGAINST	T EMPLOYER	
I, the undersigned employee of the National Labor Relationary 19, 2023, I served the above-entitled document following persons, addressed to them at the following addressed to them at the following addressed to them.	(s) by post-paid regular mail upon the	
(b) (6), (b) (7)(C) Medieval Knights, LLC 2001 North Roselle Road Schaumburg, IL 60195		

Loretta Thompson, Designated Agent of NLRB
Name

Signature

/s/ Loretta Thompson

January 19, 2023

Date



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov
Telephone: (312)353-7570

Download
NLRB

Mobile App

REGION 13 Dirksen Federal Building 219 South Dearborn Street, Suite 808 Chicago, IL 60604-2027

January 19, 2023

Fax: (312)886-1341

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

> Re: Medieval Knights LLC Case 13-CA-310477

Dear Sir or Madam:

The charge that you filed in this case on January 17, 2023 has been docketed as case number 13-CA-310477. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Rachel Stopchinski whose telephone number is (312) 353-4169 and whose email address is Rachel.stopchinski@nlrb.gov. If this Board agent is not available, you may contact Supervisory Examiner Kate Gianopulos whose telephone number is (312) 353-4162.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Angie Cowan Hamada Regional Director

ay C Harb

#### Enclosure

1. Important Information About NLRB Investigations for Immigrant Workers (English & Spanish)

cc: Eric R. Greene, Esq.
Spivak Lipton LLP
1040 Avenue of the Americas, 20th Floor
New York, NY 10018



# **Important Information About NLRB Investigations for Immigrant Workers**



### The National Labor Relations Act (NLRA) protects most private-sector employees, <u>regardless</u> of their immigration status. The NLRA gives employees the right to:

- Form, join, or assist a union to negotiate concerning wages and other working conditions.
- ➤ Discuss wages and other working conditions with coworkers, a union, a worker center, a government agency, the media, or the public.
- Take collective action with coworkers to try to improve wages and other working conditions.
- ➤ Choose not to take part in any of these actions.

### Below is important information for you to know about our confidential investigation process:

- Because immigration status is not relevant as to whether there has been a violation of the NLRA:
  - We will **NOT** ask you about your immigration status.
  - O You **DO NOT** need to share any information with us about your immigration status.
  - You DO NOT need to share information about the status of your current/former coworkers.
- We only enforce the NLRA and have **NO** involvement with the enforcement of immigration laws.
- We will **NOT** share any information about you with the Department of Homeland Security (DHS), including Immigration and Customs Enforcement (ICE), or any other immigration authorities, unless you request that we share your information to assist you with seeking immigration relief, as described in the last bulleted point of this document.
- If you have concerns about appearing at our offices for any reason, please speak with the Board Agent assigned to the case about other methods of participating in the investigation, including taking your affidavit outside of our office or by video.
- Our investigations are confidential, which means that we will **NOT** disclose your affidavit to an employer, unless you testify at a trial, or we seek a federal court injunction.
- If you are not comfortable communicating with us in English, we will make an interpreter available to provide assistance and information in your preferred language.
- If you are aware that an employer or union has engaged in any of the following conduct, please tell the Board Agent about it because it may violate the law:

- Threatening to call DHS or ICE or making other similar threats because you or other employees have engaged in union activity or other collective action to improve working conditions.
- Asking employees to provide new or updated immigration documents/papers or reverifying employees' work authorization without a valid, non-discriminatory reason, which could violate the NLRA or other laws.
- If, at the end of the investigation, we determine there is merit to the charge (the employer or union has violated the law) and we have to litigate the case before an Administrative Law Judge, we will make every effort to prevent the employer or union from asking you about your immigration status.
- If you have filed a charge or are a witness and you or your representative tells us that there is NLRA protected activity at a worksite and immigration relief is necessary to protect employees who are exercising those rights or participating in the NLRB process, the NLRB will consider seeking immigration relief for employees at that worksite including deferred action, parole, U or T visa status, or other relief as available and appropriate. The NLRB cannot provide immigration advice. If you need immigration counsel, a list of providers of free legal services is available here: <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

For more information on the NLRB, please visit our website, www.nlrb.gov.



### Información Importante Acerca de las Investigaciones de la NLRB para los Trabajadores Inmigrantes



La Ley Nacional de Relaciones del Trabajo (NLRA por sus siglas en inglés) protege a la mayoría de los empleados del sector privado, <u>independientemente</u> de su estatus migratorio. La NLRA les da a los empleados el derecho a:

- Formar, afiliarse o ayudar a una unión para negociar sobre los salarios y otras condiciones de trabajo.
- Discutir los salarios y otras condiciones de trabajo con los compañeros de trabajo, una unión, un centro de trabajadores, una agencia gubernamental, los medios de comunicación o el público.
- > Tomar acciones colectivas con los compañeros de trabajo para tratar de mejorar los salarios y otras condiciones de trabajo.
- > Optar por no participar en ninguna de estas acciones.

### A continuación, le presentamos información importante que debe conocer acerca de nuestro proceso de investigación confidencial:

- Porque el estatus migratorio no es pertinente si ha habido una violación de la NLRA:
  - o Nosotros **NO** le preguntaremos sobre su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información con nosotros acerca de su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información sobre el estatus [migratorio] de sus actuales/antiguos compañeros de trabajo.
- Sólo hacemos cumplir la NLRA y **NO** estamos involucrados en el cumplimiento de las leyes de inmigración.
- NO compartimos ninguna información sobre usted con el Departamento de Seguridad Nacional (DHS por sus siglas en inglés), incluyendo el Servicio de Inmigración y Control de Aduanas (ICE por sus siglas en inglés) o cualquier otra autoridad de inmigración, a menos que usted solicite que compartamos su información para ayudarle a buscar alivio migratorio, como se describe en el último punto de este documento.
- Si tiene preocupaciones acerca de presentarse en nuestras oficinas por cualquier razón, por favor hable con el agente de la Junta asignado al caso sobre otras maneras de participar en la investigación, incluyendo tomar su declaración jurada fuera de nuestra oficina o por video.
- Nuestras investigaciones son confidenciales, lo que significa que **NO** divulgaremos su declaración jurada a un empleador, a menos que usted testifique en un juicio, o que busquemos un mandato judicial federal.
- Si no está cómodo/a comunicándose con nosotros en inglés, tendremos un intérprete disponible para proporcionarle asistencia e información en su idioma predilecto.

- Si usted sabe que un empleador o unión ha incurrido en alguna de las siguientes conductas, por favor infórmele al agente de la Junta ya que puede violar la ley:
  - Amenazar con llamar al DHS o al ICE o hacer otras amenazas similares porque usted u otros empleados han participado en actividades sindicales u otras acciones colectivas para mejorar las condiciones de trabajo.
  - Pedir a los empleados que proporcionen documentos/papeles de inmigración nuevos o actualizados o volver a verificar la autorización de trabajo de los empleados sin una razón válida y no discriminatoria, que podría violar la NLRA u otras leyes.
- Si, al final de la investigación, determinamos que el cargo tiene mérito (el empleador o la unión han violado la ley) y tenemos que litigar el caso frente a un Juez de Ley Administrativa, haremos todo lo posible para evitar que el empleador o la unión le pregunten sobre su estatus migratorio.
- Si usted ha presentado un cargo o es un testigo y usted o su representante nos dice que se hay una actividad protegida por la NLRA en un lugar de trabajo y que es necesario un alivio migratorio para proteger a los empleados que están ejerciendo esos derechos o participando en el proceso de la Junta Nacional de Relaciones del Trabajo (NLRB por sus siglas en ingles), la NLRB considerará la posibilidad de buscar un alivio migratorio para los empleados en ese lugar de trabajo, incluyendo la acción diferida, la libertad condicional, visas U o T u otro alivio en la medida en que esté disponible y sea apropiado. La NLRB no puede proporcionar asesoramiento de inmigración. Si necesita asesoramiento de inmigración, una lista de proveedores de servicios legales sin costo se encuentra disponible aquí (en inglés): <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

Para más información acerca de la NLRB, por favor visite nuestra página web, <a href="www.nlrb.gov">www.nlrb.gov</a>.

and Individual	CASE 13-CA-310477  Medieval Knights LLC		
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights LLC IN THE ABOVE-CAPTIONED MATTER.	TIVE OF		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY OF DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFOR	MATION)		
NAME: (b) (6),  1500 Market Street, East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA			
E-MAIL ADDRESS: (b) (6), (b) stevenslee.com			
OFFICE TELEPHONE NUMBER: (b) (6), (b)			
(b) (6), (b) (7)(C) SIGNATURE:	_FAX:		
(Please sign in ink.) DATE: Friday, January 20, 2023 12:09 PM Central Standard T	ïme		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 13-CA-310477  Medieval Knights LLC		
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATI Medieval Knights LLC IN THE ABOVE-CAPTIONED MATTER.	IVE OF		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WE DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFORM	MATION)		
Michael J Greenfield			
1500 Market Street,East Tower, Suite 1800  MAILING ADDRESS:			
Philadelphia PA			
E-MAIL ADDRESS: michael.greenfield@stevenslee.com			
office telephone number: 2154963823			
CELL PHONE NUMBER:	FAX:		
SIGNATURE:  (Please sign in ink.) DATE: Friday, January 20, 2023 12:13 PM Central Standard Ti	ime		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 13-CA-310477  Medieval Knights LLC
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATE Medieval Knights LLC IN THE ABOVE-CAPTIONED MATTER.	IVE OF
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WOOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENT CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFORM	MATION)
Daniel J. Sobol  NAME:  A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS: Philadelphia PA	rket Street, East Tower, Suite 1800
E-MAIL ADDRESS: daniel.sobol@stevenslee.com	
<i>OFFICE TELEPHONE NUMBER:</i> 2157511945 2157793793	6103717755
CELL PHONE NUMBER:	FAX:
SIGNATURE:  (Please sign in ink.)  DATE: Friday, January 20, 2023 12:16 PM Central Standard Ti	ime

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC			
and Individual	CASE 13-CA-310477  Medieval Knights LLC		
REGIONAL DIRECTOR EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights LLC	IVE OF		
IN THE ABOVE-CAPTIONED MATTER.			
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY			
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFOR	MATION)		
Eric Knox			
1500 Market Street,East Tower, Suite 1800  MAILING ADDRESS:			
Philadelphia PA			
E-MAIL ADDRESS: eric.knox@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2134903021			
CELL PHONE NUMBER:	_FAX:		
SIGNATURE:  (Please sign in ink.) DATE: Tuesday, January 24, 2023 8:46 AM Central Standard			
DATE: Tuesday, January 24, 2023 8:46 AM Central Standard	Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

FORM NLRB-501 (3-21)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
21-CA-304892	10/7/2022	

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unial labor practice occurred or is	occurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Medieval Knights, LLC		b. Tel. No. (714) 523-1100
		c. Cell No.
1.4.1	I. Faralaura Baranasatatian	f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
7662 Beach Boulevard Buena Park, CA 90620	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) medievaltimes.com
		h. Number of workers employed 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Performance Venue	j. Identify principal product or service Entertainment	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of	section 8(a), subsections (1) and
(list subsections)	of the National L	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are	practices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.	,	
2. Basis of the Charge (set forth a clear and concise state Within the last six months, the Employer, through among employees withdrawing support from the U	its supervisors, managers, and/or agents, par	or practices) ticipated in the circulation of a petition
3. Full name of party filing charge (if labor organization, g American Guild of Variety Artists	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 363 Seventh Avenue, 17th Floor New York, NY 10001	9)	4b. Tel. No. (212) 675-1003
New Tork, NT 10001		4c. Cell No.
		4d. Fax No. (212) 663-0097
		4e. e-mail AGVANY@aol.com
5. Full name of national or international labor organization None	n of which it is an affiliate or constituent unit <i>(to be fi</i>	illed in when charge is filed by a labor organization)
I declare that I have read the abo	ARATION ve charge and that the statements ny knowledge and belief.	Tel. No. (212) 765-2100
Cale	Eric R. Greene, Counsel	Office, if any, Cell No. (917) 650-7894
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. (212) 765-8954
Spivak Lipton LLP Address 1040 Avenue of the Americas, 20th Floor	r, NY, NY 10018 Date Oct 7, 2022	e-mail egreene@spivaklipton.com

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



# UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 21 US Court House, Spring Street 312 N Spring Street, 10th Floor Los Angeles, CA 90012

Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778 Download NLRB Mobile App

October 11, 2022

Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

> Re: Medieval Knights, LLC Case 21-CA-304892

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Lindsay Parker whose telephone number is (213)634-6515. If this Board agent is not available, you may contact Regional Attorney William Pate, Jr. whose telephone number is (213)634-6410.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

WBC/ac

FORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD (3-11)				
QUESTIONNAIRE ON COMMERCE INFORMATION				
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.				
CASE NAME				
			-CA-304892	
1. EXACT LEGAL TITLE OF ENTITY (As filed w	ith State and/or stated in legal	documents forming entity)		
2. TYPE OF ENTITY				
	I DADTNIEDCHID I I COLI	DECORPORATION LA OTHER	(Cif-)	
[ ] CORPORATION [ ] LLC [ ] LLP [ ]  3. IF A CORPORATION or LLC	PARTNERSHIP [ ] SOLE	E PROPRIETORSHIP [ ] OTHER	(Specify)	
A. STATE OF INCORPORATION	B. NAME, ADDRESS, AND	RELATIONSHIP (e.g. parent, subsidia	v) OF ALL RELATED EN	NTITIES
OR FORMATION				
4. IF AN LLC OR ANY TYPE OF PARTNERSHII	P FIII I NAME AND ADDRE	SS OF ALL MEMBERS OF PARTS	FDQ	
4. If AN LEC OR ANT THE OFTAKINERSHIP	, FULL NAME AND ADDRE	55 OF ALL MEMBERS OR TAKTI	EKS	
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRI	ETOR		
A DRIVEY W DESCRIPE THE NATURE OF YOU	TO OPERATIONS (P. 1 . 1			
6. BRIEFLY DESCRIBE THE NATURE OF YOU	R OPERATIONS (Products ha	ndled or manufactured, or nature of ser	vices performed).	
7A. PRINCIPAL LOCATION:	7B. BRANC	H LOCATIONS:		
0 MINIMED OF BEODIE BRESTAUT VENUE	VED			
8. NUMBER OF PEOPLE PRESENTLY EMPLOYED  P. AT THE ADDRESS BRIGHTED BY THE MATTER				
A. TOTAL:	B. AT THE ADDRESS INVO	DLVED IN THIS MATTER:		
A. TOTAL:	B. AT THE ADDRESS INVO		YEAR (FYDATES	
A. TOTAL:  9. DURING THE MOST RECENT (Check the appr	B. AT THE ADDRESS INVO	[ ] 12 MONTHS or [ ] FISCAL	YES	) NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach)  A. Did you provide services valued in excess of \$50,0	B. AT THE ADDRESS INVO	[ ] 12 MONTHS or [ ] FISCAL	YES	) NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the appr	B. AT THE ADDRESS INVO	your State? If no, indicate actual value	YES	) NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$\( \)  B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly out	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased	YES	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you	YES	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$\( \)  B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly out	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems,	YES	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$\_\ \]  B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly our provided. \$\_\ \]  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting st If less than \$50,000, indicate amount. \$\_\ \]	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, ducational institutions, or retail concerns	YES	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$\_ \]  B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly our provided. \$\_ \]  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting statements.	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, ducational institutions, or retail concerns	YES	) NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 3,000 to public utilities, transit systems, fucational institutions, or retail concerns be your State? If less than \$50,000, indicate of customers located inside your State who	YES ? te	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50.00 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 3,000 to public utilities, transit systems, fucational institutions, or retail concerns be your State? If less than \$50,000, indicate of customers located inside your State who	YES ? te	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you do not public utilities, transit systems, ducational institutions, or retail concerns the your State? If less than \$50,000, indicate amount.	YES ? te	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ducational institutions, or retail concerns the your State? If less than \$50,000, indicate amount. If less than \$50,000, indicate amount.	YES ? te	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ducational institutions, or retail concerns the your State? If less than \$50,000, indicate amount. If less than \$50,000, indicate amount.	YES ? te	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 000 to public utilities, transit systems, ducational institutions, or retail concerns a your State? If less than \$50,000, indicate ocustomers located inside your State who If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from	YES ? te	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 000 to public utilities, transit systems, ducational institutions, or retail concerns a your State? If less than \$50,000, indicate ocustomers located inside your State who If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from	YES ? te	NO NO
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, lucational institutions, or retail concerns the your State? If less than \$50,000, indicate amount. If less than \$50,000, indicate amount. If less than \$50,000, who received the goods directly from 1,000,000, indicate amount.	YES  ? te	
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	B. AT THE ADDRESS INVO  ropriate box): [ ] CALENDAR  1000 directly to customers outside  s valued in excess of \$50,000 to  tside your State? If no, indicate  services valued in excess of \$50  tations, commercial buildings, ed  ectly to customers located outside  d in excess of \$50,000 directly to  from directly outside your State?  tess of \$50,000 from directly out  esses of \$50,000 from enterprises  adicate amount. \$  services (Check the largest amo  [] \$1,000,000 or more If less  inths? If yes, specify date:  NOR OTHER EMPLOYER G	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, lucational institutions, or retail concerns the your State? If less than \$50,000, indicate amount. If less than \$50,000, indicate amount. If less than \$50,000, who received the goods directly from 1,000,000, indicate amount.	YES  ? te	
A. TOTAL:  9. DURING THE MOST RECENT (Check the approach of \$50,0 \$	B. AT THE ADDRESS INVO  ropriate box): [ ] CALENDAR  1000 directly to customers outside  s valued in excess of \$50,000 to  tside your State? If no, indicate  services valued in excess of \$50  tations, commercial buildings, ed  ectly to customers located outside  d in excess of \$50,000 directly to  from directly outside your State?  eless of \$50,000 from directly out  eless of \$50,000 from enterprises  adicate amount. \$  services (Check the largest amo  [ ] \$1,000,000 or more If less  inths? If yes, specify date:	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 2,000 to public utilities, transit systems, fucational institutions, or retail concerns to your State? If less than \$50,000, indicate amount. Side your State? If less than \$50,000, who received the goods directly from 2,000, indicate amount.	YES  ? te	

SIGNATURE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations
Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71
Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause
the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

E-MAIL ADDRESS

DATE

### UNITED STATES OF AMERICA

#### BEFORE THE NATIONAL LABOR RELATIONS BOARD

MEDIEVAL KNIGHTS, LLC  Charged Party  and  AMERICAN GUILD OF VARIETY ARTISTS  Charging Party	Case 21-CA-304892
AFFIDAVIT OF SERVICE OF CHARGE AGAIN  I, the undersigned employee of the National Labor Re October 11, 2022, I served the above-entitled docume	lations Board, state under oath that on
following persons, addressed to them at the following Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620	addresses:
October 11, 2022  Date	Name Name
<u>/s</u>	/ Aide Carretero Signature



# UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778



October 11, 2022

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

**REGION 21** 

US Court House, Spring Street

312 N Spring Street, 10th Floor

Los Angeles, CA 90012

Re: Medieval Knights, LLC Case 21-CA-304892

Dear Sir or Madam:

The charge that you filed in this case on October 07, 2022 has been docketed as case number 21-CA-304892. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney Lindsay Parker whose telephone number is (213)634-6515. If this Board agent is not available, you may contact Regional Attorney William Pate, Jr. whose telephone number is (213)634-6410.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

cc: Eric R. Greene Spivak Lipton LLP

1040 Avenue of the Americas, 20th Floor

New York, NY 10018

WBC/ac

Medieval Knights LLC		
and Spivak Lipton LLP	CASE 21-CA-304892  Medieval Knights, LLC	
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF	
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY		
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN	
(REPRESENTATIVE INFOR	MATION)	
Daniel J. Sobol		
A Stevens & Lee/Griffin Company,1500 Market Street, East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA		
E-MAIL ADDRESS: daniel.sobol@stevenslee.com		
OFFICE TELEPHONE NUMBER: 2157511945		
2157793793 CELL PHONE NUMBER:	FAX:	
DJS		
SIGNATURE:  (Please sign in ink.)  DATE: Tuesday, October 11, 2022 10:51 AM Pacific Standard	Time	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights LLC		
and Spivak Lipton LLP	CASE 21-CA-304892  Medieval Knights, LLC	
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF  Medieval Knights, LLC		
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.		
(REPRESENTATIVE INFOR	MATION)	
Michael J Greenfield		
1500 Market Street,East Tower, Suite 1800  MAILING ADDRESS:		
Philadelphia PA		
E-MAIL ADDRESS: michael.greenfield@stevenslee.com		
OFFICE TELEPHONE NUMBER: 2154963823		
CELL PHONE NUMBER:	FAX:	
MGG		
SIGNATURE:  (Please sign in ink.) DATE: Tuesday, October 18, 2022 6:11 AM Pacific Standard Time		
DATE: - 12-12-j; Cottos: - io; 2022 c / iii		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights LLC		
and Spivak Lipton LLP	CASE 21-CA-304892  Medieval Knights, LLC	
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF		
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.		
(REPRESENTATIVE INFOR	MATION)	
Daniel J. Sobol		
A Stevens & Lee/Griffin Company,1500 Market Street, East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA		
E-MAIL ADDRESS: daniel.sobol@stevenslee.com		
OFFICE TELEPHONE NUMBER: 2157511945		
2157793793 CELL PHONE NUMBER:	6103717755 _FAX:	
DJS		
SIGNATURE:		
(Please sign in ink.) DATE: Tuesday, October 18, 2022 6:13 AM Pacific Standard Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights LLC

#### NATIONAL LABOR RELATIONS BOARD

and Spivak Lipton LLP	CASE 21-CA-304892  Medieval Knights, LLC	
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF  Medieval Knights, LLC		
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.		
(REPRESENTATIVE INFORMATION)		
Michael J Greenfield  NAME:		
1500 Market Street,East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA		
E-MAIL ADDRESS: michael.greenfield@stevenslee.com		
OFFICE TELEPHONE NUMBER: 2154963823		
CELL PHONE NUMBER:	FAX:	
MGG		
SIGNATURE:		
(Please sign in ink.) DATE: Tuesday, October 25, 2022 1:03 PM Pacific Standard 7	Fime	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights LLC		
and Spivak Lipton LLP	CASE 21-CA-304892  Medieval Knights, LLC	
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF	
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY		
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN	
(REPRESENTATIVE INFOR	MATION)	
Daniel J. Sobol		
A Stevens & Lee/Griffin Company,1500 Market Street, East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA		
E-MAIL ADDRESS: daniel.sobol@stevenslee.com		
OFFICE TELEPHONE NUMBER: 2157511945		
2157793793 CELL PHONE NUMBER:	6103717755 _FAX:	
DIS		
SIGNATURE:  (Please sign in ink.) DATE: Tuesday, October 25, 2022 1:09 PM Pacific Standard T	- Fime	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights LLC		
and Spivak Lipton LLP	CASE 21-CA-304892  Medieval Knights, LLC	
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF		
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.		
(REPRESENTATIVE INFOR	MATION)	
Brandon S. Shemtob		
1500 Market Street, East Tower Suite 1800  MAILING ADDRESS:		
Philadelphia PA		
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com		
OFFICE TELEPHONE NUMBER: 2154963835		
2158723643 CELL PHONE NUMBER:	6109880865 _FAX:	
BSS		
SIGNATURE:		
(Please sign in ink.) DATE: Tuesday, October 25, 2022 1:17 PM Pacific Standard Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

#### UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD REGION 21

MEDIEVAL KNIGHTS, LLC

and

Case 21-CA-304892

#### AMERICAN GUILD OF VARIETY ARTISTS

#### **COMPLAINT AND NOTICE OF HEARING**

This Complaint and Notice of Hearing is based on a charge filed by American Guild of Variety Artists (Charging Party or Union). It is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Rules and Regulations of the National Labor Relations Board (the Board) and alleges that Medieval Knights LLC (Respondent) has violated the Act as described below.

- 1. The charge in this proceeding was filed by the Charging Party on October 7, 2022, and a copy was served on Respondent by U.S. mail on October 11, 2022.
- 2. (a) Respondent, a Delaware limited liability company with a place of business at 7662 Beach Boulevard, Buena Park, California, 90620 (Buena Park Facility), the only facility involved in this matter, is engaged in the business of providing show performance services.
- (b) In conducting its operations during the 12-month period ending August 15, 2022, a representative period, Respondent derived gross revenues in excess of \$500,000.
- (c) During the period of time described above in paragraph 2(b), Respondent purchased and received at the Buena Park Facility goods valued in excess of \$5,000 directly from points outside the State of California.

1

- 3. At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.
- 4. At all material times, the Union has been a labor organization within the meaning of Section 2(5) of the Act.
- 5. At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondents within the meaning of Section 2(13) of the Act:

- 6. From about August 24, 2022, through about September 18, 2022, at the Buena Park Facility, Respondent by **(b) (6)**, **(b) (7)**(**C)** solicited, encouraged employees to participate, gave guidance, and otherwise provided unlawful assistance to employees in the creation of and filing of a petition which sought to withdraw support from the Union.
- 7. By the conduct described above in paragraph 6 Respondent has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act.
- 8. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

WHEREFORE as part of the remedy for the unfair labor practices alleged above in paragraphs 6 and 7, the General Counsel seeks an Order requiring that Respondent: (1) post at its Buena Park facility an explanation of employee rights; (2) conduct a reading of the notice by a

management official, scheduled to ensure the widest possible attendance on each shift, in English and in Spanish, in the presence of a board agent; and (3) that the notice be electronically distributed by e-mail and text message to employees at the Buena Park Facility. The General Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

#### **ANSWER REQUIREMENT**

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the complaint. The answer must be <u>electronically filed</u> <u>with this office on or before May 16, 2023</u>. Respondent also must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to <a href="www.nlrb.gov">www.nlrb.gov</a>, click on E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. Responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the

required signature continue to be submitted to the Regional Office by traditional means within

three (3) business days after the date of electronic filing. Service of the answer on each of the

other parties must still be accomplished by means allowed under the Board's Rules and

Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if

an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that

the allegations in the complaint are true.

**NOTICE OF HEARING** 

PLEASE TAKE NOTICE THAT on October 2, 2023, at 11:00 a.m. at the National

Labor Relations Board, Region 21, 312 N. Spring Street, 10th Floor, Los Angeles, CA 90012,

and on consecutive days thereafter until concluded, a hearing will be conducted before an

administrative law judge of the National Labor Relations Board. At the hearing, Respondent and

any other party to this proceeding have the right to appear and present testimony regarding the

allegations in this complaint. The procedures to be followed at the hearing are described in the

attached Form NLRB-4668. The procedure to request a postponement of the hearing is described

in the attached Form NLRB-4338.

Dated: May 2, 2023

Nathan M. Seidman, Acting Regional Director National Labor Relations Board, Region 21

US Court House, Spring Street

312 N Spring Street, 10th Floor

Los Angeles, CA 90012

Attachments

4

## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD NOTICE

Case 21-CA-304892

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements *will not be granted* unless good and sufficient grounds are shown *and* the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in *detail*;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Michael J. Greenfield, Esq.

Stevens & Lee, P.C.

1500 Market Street, East Tower Suite 1800

Philadelphia, PA 19103

Medieval Knights LLC

7662 Beach Boulevard

Buena Park, CA 90620

Daniel Sobol, Esq. Stevens & Lee, P.C. 1500 Market Street, East Tower, Suite 1800 Philadelphia, PA 19103 Email: djso@stevenslee.com

Email: michael.greenfield@stevenslee.com

Brandon S. Shemtob, Esq. Stevens & Lee, P.C. 1500 Market Street, East Tower Suite 1800 Philadelphia, PA 19103 Email: brandon.shemtob@stevenslee.com Eric R. Greene, Counsel Spivak Lipton LLP 1040 Avenue of the Americas, 20th Floor New York, NY 10018 Email: egreene@spivaklipton.com

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

#### **Procedures in NLRB Unfair Labor Practice Hearings**

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative**. If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: <a href="https://www.nlrb.gov/sites/default/files/attachments/basic-page/node-1717/rules">www.nlrb.gov/sites/default/files/attachments/basic-page/node-1717/rules</a> and regs part 102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlrb.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

#### I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- Special Needs: If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- Pre-hearing Conference: One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

#### II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- <u>Witnesses and Evidence</u>: At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- Exhibits: Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

**in evidence.** If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- <u>Transcripts</u>: An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- <u>Oral Argument</u>: You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- <u>Date for Filing Post-Hearing Brief</u>: Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

#### III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- Extension of Time for Filing Brief with the ALJ: If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- <u>ALJ's Decision:</u> In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- Exceptions to the ALJ's Decision: The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

#### UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD REGION 21

#### MEDIEVAL KNIGHTS, LLC

and

Case 21-CA-304892

#### AMERICAN GUILD OF VARIETY ARTISTS

### AFFIDAVIT OF SERVICE OF: Complaint and Notice of Hearing (with forms NLRB-4338 and NLRB-4668 attached)

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on May 2, 2023, I served the above-entitled document(s) by e-issuance or regular mail, as noted below, upon the following persons, addressed to them at the following addresses:

Michael J. Greenfield, Esq. E-ISSUANCE

Stevens & Lee, P.C.

Email: michael.greenfield@stevenslee.com

Daniel Sobol, Esq. E-ISSUANCE

Stevens & Lee, P.C.

Email: djso@stevenslee.com

Brandon S. Shemtob, Esquire E-ISSUANCE

Stevens & Lee, P.C.

Email: brandon.shemtob@stevenslee.com

Medieval Knights LLC FIRST CLASS MAIL

7662 Beach Boulevard Buena Park, CA 90620

Eric R. Greene, Counsel E-ISSUANCE

Spivak Lipton LLP

Email: egreene@spivaklipton.com

American Guild of Variety Artists FIRST CLASS MAIL

363 Seventh Avenue, 17th Floor

New York, NY 10001

May 2, 2023 Aide Carretero, Designated Agent of NLRB

Date Name

/s/ Aide Carretero

Signature

## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD NOTICE

Case 21-CA-304892

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements *will not be granted* unless good and sufficient grounds are shown *and* the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in *detail*;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Michael J. Greenfield, Esq.

Stevens & Lee, P.C.

1500 Market Street, East Tower Suite 1800

Philadelphia, PA 19103

Medieval Knights LLC

7662 Beach Boulevard

Buena Park, CA 90620

Daniel Sobol, Esq. Stevens & Lee, P.C. 1500 Market Street, East Tower, Suite 1800 Philadelphia, PA 19103 Email: djso@stevenslee.com

Email: michael.greenfield@stevenslee.com

Brandon S. Shemtob, Esq. Stevens & Lee, P.C. 1500 Market Street, East Tower Suite 1800 Philadelphia, PA 19103 Email: brandon.shemtob@stevenslee.com Eric R. Greene, Counsel Spivak Lipton LLP 1040 Avenue of the Americas, 20th Floor New York, NY 10018 Email: egreene@spivaklipton.com

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

#### **Procedures in NLRB Unfair Labor Practice Hearings**

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative**. If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: <a href="https://www.nlrb.gov/sites/default/files/attachments/basic-page/node-1717/rules">www.nlrb.gov/sites/default/files/attachments/basic-page/node-1717/rules</a> and regs part 102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlrb.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

#### I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- Special Needs: If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- Pre-hearing Conference: One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

#### II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- <u>Witnesses and Evidence</u>: At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- Exhibits: Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

**in evidence.** If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- <u>Transcripts</u>: An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- Oral Argument: You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- <u>Date for Filing Post-Hearing Brief</u>: Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

#### III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- Extension of Time for Filing Brief with the ALJ: If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- <u>ALJ's Decision:</u> In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- Exceptions to the ALJ's Decision: The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

#### UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD REGION 21

MEDIEVAL KNIGHTS, LLC

and

Case No. 21-CA-304892

#### AMERICAN GUILD OF VARIETY ARTISTS

### RESPONDENT MEDIEVAL KNIGHTS LLC'S ANSWER AND AFFIRMATIVE DEFENSES TO THE COMPLAINT

Respondent Medieval Knights, LLC ("Respondent Medieval Knights"), by its attorneys, Stevens & Lee, hereby files its Answer to the Complaint in the above-captioned matter and responds as follows:

The unnumbered paragraph preceding Paragraph 1 states conclusions of law to which no response is required. If and to the extent that further response may be required, the allegations are denied, and Respondent Medieval Knights denies that it has violated the Act in any way.

- 1. Admitted.
- 2.
- (a) Admitted.
- (b) Admitted.
- (c) Admitted.
- 3. The allegations contained in Paragraph 3 state only conclusions of law to which no response is required.
- 4. The allegations contained in Paragraph 4 state only conclusions of law to which no response is required.

- 5. Admitted in part, denied in part. Respondent Medieval Knights admits only that at all material times, (b) (6), (b) (7)(c) has been the (b) (6), (b) (7)(c) for Respondent Medieval Knights, that (b) (6), (b) (7)(c) has been (b) (6), (b) (7)(c) has been the (b) (6), (b) (7)(c) for Respondent Medieval Knights, and that (b) (6), (b) (7)(c) has been the (b) (6), (b) (7)(c) for Respondent Medieval Knights. The remaining allegations regarding 2(11) supervisory status or 2(13) agency status of these individuals are conclusions of law to which no response is required.
  - 6. Denied.
- 7. Denied. By way of further response, the allegations contained in Paragraph 7 state only conclusions of law to which no response is required. To the extent a response is deemed required, Respondent Medieval Knights denies the allegations contained in Paragraph 7.
- 8. Denied. By way of further response, the allegations contained in Paragraph 8 state only conclusions of law to which no response is required. To the extent a response is deemed required, Respondent Medieval Knights denies the allegations contained in Paragraph 8.

Respondent Medieval Knights denies that any relief or damages are appropriate in this matter and specifically denies the allegations of the "WHEREFORE" clause.

#### **Affirmative Defenses**

- 1. The Complaint fails to state a claim upon which relief can be granted.
- 2. Respondent Medieval Knights has been denied due process of law.
- 3. The position of the Agency and the issuance of Complaint are not substantially justified.
- 4. Some or all of the allegations in the Complaint are barred by the six-month statute of limitations set forth in Section 10(b) of the Act.

5. Respondent Medieval Knights did not interfere with, restrain, or coerce employees in the

exercise of their Section 7 rights.

6. Respondent Medieval Times did not solicit, encourage employees to participate, give

guidance or otherwise provide any unlawful assistance to employees in the creation of

and filing of a petition which sought to withdraw support from the Charging Party.

7. The Charging Party won its election to be the certified bargaining representative of the

employees of Respondent Medieval Knights' rendering the allegations of the Complaint

moot.

8. The conduct complained of in the Complaint is protected by Section 8(c) of the Act.

9. The conduct complained of in the Complaint is protected by the First Amendment of the

United States Constitution.

10. Even if the allegations asserted in the Complaint are true, which they are not, any aid

provided by Respondent Medieval Knights to its employees did not amount to anything

more than ministerial aid.

NOW, THEREFORE, the above premises considered, Respondent Medieval Knights

demands that the Complaint in the above-captioned case be dismissed with prejudice.

Respectfully submitted,

STEVENS & LEE

Date: May 16, 2023

By: s/Daniel J. Sobol

Daniel J. Sobol

Brandon S. Shemtob

Michael G. Greenfield

1500 Market Street, Suite 1800, East Tower

Philadelphia, PA 19102

Phone: (215) 496-3835

Brandon.shemtob@stevenslee.com

3

#### Attorneys for Respondent

FORM NLRB-508 (3-21)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
21-CB-312528	Date Filed <b>02-21-2023</b>		

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR I	ITS AGENTS A	AGAINST WHICH CHARG	E IS BROU	JGHT	
		b. Union Representative to contact Eric Greene			
c. Address (Street, city, state, and ZIP code) 363 Seventh Avenue, 17th Floor, New York, NY 10001			d. Tel. No. 212-765-2		e. Cell No.
			f. Fax. No.		
			g. e-mail egreene@	)spivaklipton	n.com
n. The above-named labor organization has engaged in and is engaged. (3) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		of the Nation	nal Labor Re	elations Act, a	nd these unfair labor
Within the previous six months, the above named labor or (3) of the National Labor Relations Act by refusing to bary locations.	•		•		` '
3. Name of Employer Medieval Knights, LLC		4a. Tel. No. 215-751-1945	b. Cell No. 215-779-3		c. Fax No. 610-371-7755
		d. e-mail daniel.sobol@stevens	lee.com		
5. Location of plant involved (street, city, state and ZIP code) 7662 Beach Blvd., Buena Park, CA 90620			6. Employe Daniel J.	er representati Sobol	ve to contact
7. Type of establishment <i>(factory, mine, wholesaler, etc.)</i> Live Show Performance				9. Number o	f workers employed ately 50
10. Full name of party filing charge Medieval Knights, LLC					
11. Address of party filing charge (street, city, state and ZIP code) 1500 Market St., East Tower, Suite 1800		11a. Tel. No. 215-751-1945	b. Cell No. 215-779-3		c. Fax No. 610-371-7755
		d. e-mail daniel.sobol@stevens	lee.com		
12. DECLARATION  I declare that J have read the above charge  are true to the best of my knowle	e and that the s			Tel. No. 215-751-194:	5
M M I I I I I I I I I I I I I I I I I I	Daniel	Soho		Cell No. 215-779-379:	3
(signature of representative of person making charge)	(Print/type nai	ame and title or office, if any)		Fax No. 510-371-775:	5
Address 1500 Market St., East Tower, Suite 1800				e-mail daniel.sobol@	Østevenslee.com

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778

Download NLRB Mobile App

February 21, 2023

Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

REGION 21

US Court House, Spring Street

312 N Spring Street, 10th Floor Los Angeles, CA 90012

Re: American Guild of Variety Artists (Medieval

Knights, LLC)

Case 21-CB-312528

Dear Sir or Madam:

The charge that you filed in this case on February 21, 2023, has been docketed as case number 21-CB-312528. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA MCNEILL whose telephone number is (213)634-6513. The mailing address is US Court House, Spring Street, Los Angeles, CA 90012. If this Board agent is not available, you may contact Regional Attorney WILLIAM PATE, JR. whose telephone number is (213)634-6410.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

cc: Daniel J. Sobol, Esq.
Stevens & Lee, P.C.
1500 Market Street, East Tower Suite 1800
Philadelphia, PA 19103

WBC.hta

FORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD					
QUESTIONNAIRE ON COMMERCE INFORMATION					
Please read carefully, answer all applicable items, and ret	urn to the NLRB Office. If additi	onal space is requ	ired, please add a page a	and identify item number.	
CASE NAME				ASE NUMBER -CB-312528	
1. EXACT LEGAL TITLE OF ENTITY (As filed wi	ith State and/or stated in lega	l documents forr	ning entity)		
2. TYPE OF ENTITY					
[] CORPORATION [] LLC [] LLP []  3. IF A CORPORATION or LLC	PARTNERSHIP [ ] SOL	E PROPRIETOR	SHIP [ ] OTHER (	(Specify)	
A. STATE OF INCORPORATION	B. NAME, ADDRESS, ANI	DEI ATIONSHI	D (a g parant subsidiar	A) OE VII BELVLED EN	NTITIES
OR FORMATION	D. WHILL, REDIKESS, PHYL	, ILLENTION OF	ir (e.g. parent, suosidia	)) OI THEE REELITED EX	· · · · · · · · · · · · · · · · · · ·
4. IF AN LLC OR ANY TYPE OF PARTNERSHIP	P, FULL NAME AND ADDR	ESS OF ALL MI	EMBERS OR PARTNI	ERS	
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPR	IETOR			
·					
6. BRIEFLY DESCRIBE THE NATURE OF YOU	R OPERATIONS (Products h	andled or manufa	actured, or nature of serv	vices performed).	
7A. PRINCIPAL LOCATION:	7B. BRANC	CH LOCATIONS	S:		
8. NUMBER OF PEOPLE PRESENTLY EMPLOY	YED				
A. TOTAL:	B. AT THE ADDRESS INV	OLVED IN THIS	MATTER:		
9. DURING THE MOST RECENT (Check the appr	opriate box): [ ] CALENDAI	R [] 12 MONT	THS or [] FISCAL	YEAR (FY DATES	)
				YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  \$					
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$					
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems,					
newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns?  If less than \$50,000, indicate amount. \$					
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$					
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  \$\					
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$					
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$					
H. Gross Revenues from all sales or performance of services (Check the largest amount)  [ ] \$100,000 [ ] \$250,000 [ ] \$500,000 [ ] \$1,000,000 or more If less than \$100,000, indicate amount.					
I. Did you begin operations within the last 12 months? If yes, specify date:					
10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?					
[ ] YES [ ] NO (If yes, name and address of association or group).					
11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS					
NAME TITLE E-MAIL ADDRESS TEL. NUMBER					
12. AUTHORIZED REPRESENTATIVE COMPLE	TING THIS QUESTIONNA	IRE			
NAME AND TITLE (Type or Print)	SIGNATURE		E-MAIL ADDRESS	DATE	

#### PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD



Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778 Download NLRB Mobile App

February 21, 2023

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

**REGION 21** 

US Court House, Spring Street

312 N Spring Street, 10th Floor

Los Angeles, CA 90012

Re: American Guild of Variety Artists (Medieval

Knights, LLC) Case 21-CB-312528

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA MCNEILL whose telephone number is (213)634-6513. If this Board agent is not available, you may contact Regional Attorney WILLIAM PATE, JR. whose telephone number is (213)634-6410.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records

Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

Enclosure: Copy of Charge

WBC.hta

#### **UNITED STATES OF AMERICA**

#### BEFORE THE NATIONAL LABOR RELATIONS BOARD

AMERICAN GUILD OF	VARIETY ARTISTS
(Medieval Knights, LLC)	

**Charged Party** 

and

Case 21-CB-312528

#### MEDIEVAL KNIGHTS LLC

**Charging Party** 

#### AFFIDAVIT OF SERVICE OF CHARGE AGAINST LABOR ORGANIZATION

I, the undersigned employee of the National Labor Relations Board, state under oath that on February 21, 2023, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

Daniel J. Sobol, Esq. Stevens & Lee, P.C.

1500 Market Street, East Tower Suite 1800

Philadelphia, PA 19103

February 21, 2023.	Helen T. Alo, Designated Agent of NLRB
Date	Name
	Helen T. Alo
	Signature

and Medieval Knights LLC	CAS	E 21-CB-312528  American Guild of Variety Artists (Medieval Knights, LLC)
NATIO	TTIVE SECRETARY NAL LABOR RELATIONS BOARD gton, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS AP Medieval Knights, LLC	PEARANCE AS REPRESENTATIVE OF	
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BEL  REPRESENTATIVE IS AN ATTORN		
IF REPRESENTATIVE IS AN ATTOI CERTAIN DOCUMENTS OR CORRESPOND BOX MUST BE CHECKED. IF THIS BOX IS DOCUMENTS SUCH AS CHARGES, PETITI CASEHANDLING MANUAL.	S NOT CHECKED, THE PARTY WILL RI	ION TO THOSE DESCRIBED BELOW, THIS ECEIVE ONLY COPIES OF CERTAIN
	(REPRESENTATIVE INFORMATION	7)
Michael J Greenfield		
1500 Market Stre  MAILING ADDRESS: Philadelphia PA	eet,East Tower, Suite 1800	
E-MAIL ADDRESS: michael.greenfield		
OFFICE TELEPHONE NUMBER: 215496	63823	
CELL PHONE NUMBER:		
MGG	FAX:	
SIGNATURE:		
DATE: Friday, February 24, 2023 1	1:58 AM Pacific Standard Time	
1		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Medieval Knights LLC	CASE 21-CB-312528  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY OF THE PARTY	ADDITION TO THOSE DESCRIBED BELOW, THIS
DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	
(REPRESENTATIVE INFOR	MATION)
Brandon S. Shemtob	
1500 Market Street, East Tower Suite 1800  MAILING ADDRESS:	
Philadelphia PA	
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com	
<i>OFFICE TELEPHONE NUMBER:</i> 2154963835 2158723643	6109880865
CELL PHONE NUMBER:	FAX:
855	
SIGNATURE:  (Please sign in ink.)  DATE: Friday, February 24, 2023 12:31 PM Pacific Standard 7	ime
DATE: 1 1000j, 1 001000j E1, E0E0 1E.011 HT dollo otdilodia 1	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Stevens & Lee, P.C.	CASE 21-CB-312528  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Daniel J. Sobol	
A Stevens & Lee/Griffin Company,1500 Ma	rket Street, East Tower, Suite 1800
Philadelphia PA	
E-MAIL ADDRESS: daniel.sobol@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2157511945	
2157793793 CELL PHONE NUMBER:	6103717755 
DJ5	
SIGNATURE:	
(Please sign in ink.) DATE: Tuesday, March 7, 2023 8:26 AM Pacific Standard Tim	<u>e</u>

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

CASE 21-CB-312528
GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
TVE OF
THAT THE PARTY MAY RECEIVE COPIES OF ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN ITS AS DESCRIBED IN SEC. 11842.3 OF THE
MATION)
New York, NY 10018
_FAX:

 $<sup>^{\</sup>rm 1}$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR R
REGION 21
US Court House, Spring Street
312 N Spring Street, 10th Floor
Los Angeles, CA 90012

Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778

May 3, 2023

Eric R. Greene, Counsel Spivak Lipton LLP

Email: egreene@spivaklipton.com

Re: American Guild of Variety Artists

(Medieval Knights, LLC) Case 21-CB-312528

Dear Mr. Greene:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nathan M. Seidman

Nathan M. Seidman Acting Regional Director

cc: American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

Daniel J. Sobol, Esq. Stevens & Lee, P.C.

Email: daniel.sobol@stevenslee.com

Brandon S. Shemtob, Esq. Stevens & Lee, P.C.

Email: brandon.shemtob@stevenslee.com

Michael J. Greenfield, Esq. Stevens & Lee, P.C.

Email: michael.greenfield@stevenslee.com

Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

NMS/ac

FORM NLRB-508 (3-21)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
21-CB-312550	02-21-2023	

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR IT	S AGENTS A	AGAINST WHICH CHARG	€ IS BRO	JGHT		
				b. Union Representative to contact Eric Greene		
c. Address (Street, city, state, and ZIP code) 363 Seventh Avenue, 17th Floor, New York, NY 10001			d. Tel. No 212-765-		e. Cell No.	
			f. Fax. No			
			g. e-mail egreene@	)spivakliptor	ı.com	
h. The above-named labor organization has engaged in and is enga $(1)(A)$ practices are practices affecting commerce within the meaning of meaning of the Act and the Postal Reorganization Act.		of the Nation	nal Labor R	elations Act, a	nd these unfair labor	
2. Basis of the Charge (set forth a clear and concise statement of the Within the previous six months, the above named labor org (1)(A) of the National Labor Relations Act by having its more representative from AGVA in attendance.	ganization, b	y its officers, agents ar	nd represe	ntatives has	` '	
3. Name of Employer Medieval Knights, LLC		4a. Tel. No. 215-751-1945	b. Cell No 215-779-		c. Fax No. 610-371-7755	
		d. e-mail daniel.sobol@stevens	lee.com			
5. Location of plant involved <i>(street, city, state and ZIP code)</i> 7662 Beach Blvd., Buena Park, CA 90620			6. Employe Daniel J.	er representati Sobol	ve to contact	
7. Type of establishment <i>(factory, mine, wholesaler, etc.)</i> Live Show Performance	8. Identify pr Performan	rincipal product or service ce		9. Number of Approxim	of workers employed ately 50	
10. Full name of party filing charge Medieval Knights, LLC	-					
11. Address of party filing charge (street, city, state and ZIP code) 1500 Market St., East Tower, Suite 1800		11a. Tel. No. 215-751-1945	b. Cell No 215-779-3		c. Fax No. 610-371-7755	
		d. e-mail daniel.sobol@stevens	lee.com			
12. DECLARATION I declare that I have read the above charge , are figure to the best of my knowled	and that the s			Tel. No. 215-751-194:	5	
M A A Market to the best of my knowled	Dance	1 Card		Cell No. 215-779-379:	3	
(signature of representative of person making charge)	(Print/type nar	me and tille or office, if any)		Fax No. 510-371-775:	5	
Address 1500 Market St., East Tower, Suite 1800		Date 2-15-23		e-mail laniel.sobol <i>(a</i>	Østevenslee.com	

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD



Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778

Download NLRB Mobile App

February 21, 2023

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

**REGION 21** 

US Court House, Spring Street

312 N Spring Street, 10th Floor

Los Angeles, CA 90012

Re: American Guild of Variety Artists (Medieval

Knights, LLC)

Case 21-CB-21-CB-312550

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA MCNEILL whose telephone number is (213)634-6513. If this Board agent is not available, you may contact Regional Attorney WILLIAM PATE, JR. whose telephone number is (213)634-6410.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

Enclosure: Copy of Charge

WBC.hta

#### **UNITED STATES OF AMERICA**

#### BEFORE THE NATIONAL LABOR RELATIONS BOARD

AMERICAN GUILD OF	VARIETY ARTISTS
(Medieval Knights, LLC)	

**Charged Party** 

and

Case 21-CB-21-CB-312550

#### MEDIEVAL KNIGHTS LLC

**Charging Party** 

#### AFFIDAVIT OF SERVICE OF CHARGE AGAINST LABOR ORGANIZATION

I, the undersigned employee of the National Labor Relations Board, state under oath that on **February 21, 2023,** I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001 Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

Philadelphia, PA 19103

Daniel J. Sobol, Esq. Stevens & Lee, P.C. 1500 Market Street, East Tower Suite 1800

Pebruary 21, 2023.

Date

Name

Helen T. Alo, Designated Agent of NLRB

Name

Signature



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov Telephone: (213)894-5200



February 21, 2023

Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

REGION 21

US Court House, Spring Street

312 N Spring Street, 10th Floor Los Angeles, CA 90012

Re: American Guild of Variety Artists (Medieval

Fax: (213)894-2778

Knights, LLC)

Case 21-CB-21-CB-312550

Dear Sir or Madam:

The charge that you filed in this case on February 21, 2023, has been docketed as case number 21-CB-21-CB-312550. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA MCNEILL whose telephone number is (213)634-6513. The mailing address is US Court House, Spring Street, Los Angeles, CA 90012. If this Board agent is not available, you may contact Regional Attorney WILLIAM PATE, JR. whose telephone number is (213)634-6410.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

cc: Daniel J. Sobol, Esq.
Stevens & Lee, P.C.
1500 Market Street, East Tower Suite 1800
Philadelphia, PA 19103

WBC.hta

ORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD (3-11)						
QUESTIONNAIRE ON COMMERCE INFORMATION						
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.						
CASE NAME				NUMBER 21-CB-312550		
1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)						
2. TYPE OF ENTITY						
[ ] CORPORATION [ ] LLC [ ] LLP [ ] PARTNERSHIP [ ] SOLE PROPRIETORSHIP [ ] OTHER (Specify )						
3. IF A CORPORATION or LLC						
A. STATE OF INCORPORATION	B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES				NTITIES	
OR FORMATION  4. IF AN LLC OR ANY TYPE OF PARTNERSHI	D EULI NAME AND ADDDES	SCOE ALL MEMBERS OF	DADTNEDG			
4. If AN LLC OR ANY TYPE OF PARTNERSHI	P, FULL NAME AND ADDRES	55 OF ALL MEMBERS OF	KPAKINEKS			
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRIE	TOR				
6. BRIEFLY DESCRIBE THE NATURE OF YOU	IR OPERATIONS (Products han	idled or manufactured, or na	ture of services	performed).		
7A. PRINCIPAL LOCATION:	7B. BRANCH	I LOCATIONS:				
8. NUMBER OF PEOPLE PRESENTLY EMPLO	VFD					
A. TOTAL:	B. AT THE ADDRESS INVO	I VED IN THIS MATTER:				
			FISCAL VEA	AD (EVDATES	,	
9. DURING THE MOST RECENT (Check the app	roprime box): [ ] CALENDAK	[]12 MONTHS OF []	FISCAL TEA	AR (FY DATES YES	NO ,	
	A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.					
	000 directly to customers outside y	your State? If no, indicate ac	tual value.			
A. Did you provide services valued in excess of \$50,0     \$      B. If you answered no to 9A, did you provide service						
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou	s valued in excess of \$50,000 to c	ustomers in your State who p	urchased			
\$B. If you answered no to 9A, did you provide service	s valued in excess of \$50,000 to controlled your State? If no, indicate the	ustomers in your State who p ne value of any such services	ourchased you			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$	s valued in excess of \$50,000 to contiside your State? If no, indicate the services valued in excess of \$50,000.	ustomers in your State who p ne value of any such services 2000 to public utilities, transit	ourchased you systems,			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$	s valued in excess of \$50,000 to control to services valued in excess of \$50,000 to control to the services valued in excess of \$50,000 tations, commercial buildings, educations, commercial buildings, educations.	ustomers in your State who p ne value of any such services 2000 to public utilities, transit acational institutions, or retai	systems, 1 concerns?			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$	s valued in excess of \$50,000 to control training services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside d in excess of \$50,000 directly to	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000 customers located inside your state.	systems, 1 concerns?			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$	s valued in excess of \$50,000 to control training services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside d in excess of \$50,000 directly to	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000 customers located inside your state.	systems, 1 concerns?			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 direct amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000	s valued in excess of \$50,000 to control training services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside d in excess of \$50,000 directly to from directly outside your State?	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000 customers located inside your If less than \$50,000, indicated inside your states.	systems, 1 concerns? 2000, indicate or State who te amount.			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 dire amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in excess indicate amount. \$  G. Did you purchase and receive goods valued in excess of \$50,000 to \$1.	s valued in excess of \$50,000 to control training services valued in excess of \$50,000 tations, commercial buildings, educated outside doin excess of \$50,000 directly to from directly outside your State?	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000 customers located inside your If less than \$50,000, indicated your State? If less than \$50,000 customers located inside your State? If less than \$50,000 customers located inside your State? If less than \$50,000 customers located inside your State? If less than \$50,000 customers located inside your State?	systems, 1 concerns?  000, indicate ar State who te amount.			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting so If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 direct amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in except indicate amount. \$  G. Did you purchase and receive goods valued in except indicate amount. \$  H. Gross Revenues from all sales or performance of	s valued in excess of \$50,000 to control to the services valued in excess of \$50,000 trations, commercial buildings, educations, commercial bu	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated your State? If less than \$50,000, indicated your State? If less than 2000 your State?	systems, 1 concerns?  000, indicate or State who the amount.			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$	s valued in excess of \$50,000 to control training the services valued in excess of \$50,000 trations, commercial buildings, educated to customers located outside doin excess of \$50,000 directly to from directly outside your State?  The services of \$50,000 from directly outside your State?  The services of \$50,000 from enterprises we redicate amount. \$\frac{1}{2}\$ Services (Check the largest amont \$\frac{1}{2}\$ \$\frac{1}	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated your State? If less than \$50,000, indicated your State? If less than 2000 your State?	systems, 1 concerns?  000, indicate or State who the amount.			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 direct amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in excess indicate amount. \$  G. Did you purchase and receive goods valued in excepoints outside your State? If less than \$50,000, in H. Gross Revenues from all sales or performance of [] \$100,000 [] \$250,000 [] \$500,000 []	s valued in excess of \$50,000 to control to the services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside do in excess of \$50,000 directly to from directly outside your State?  The services of \$50,000 from directly outside your State?  The services of \$50,000 from enterprises when the services of \$50,000 from enterprises when the services (Check the largest amount. \$100,000 from the largest amount. \$100,000 from the services of \$10,000,000 from the largest amount. \$100,000 from the largest amount.	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated your State? If less than \$100,000, indicated institutions who received the goods direct and \$100,000, indicate amounts \$1	systems, 1 concerns? 2000, indicate or State who te amount. \$50,000,			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 dire amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued i	s valued in excess of \$50,000 to control to the services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside do in excess of \$50,000 directly to from directly outside your State?  The services of \$50,000 from directly outside to the services of \$50,000 from enterprises when the services (Check the largest amont in the	ustomers in your State who per value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated your State? If less than \$100,000, indicated institutions who received the goods direct and \$100,000, indicate amounts \$1	systems, 1 concerns? 2000, indicate or State who te amount. \$50,000,			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 dire amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in excess indicate amount. \$  G. Did you purchase and receive goods valued in excepoints outside your State? If less than \$50,000, in H. Gross Revenues from all sales or performance of [] \$100,000 [] \$250,000 [] \$500,000 []  I. Did you begin operations within the last 12 mounts and supplementations of the provided in the last 12 mounts are points outside your State? If less than \$50,000 [] \$100,0	s valued in excess of \$50,000 to control to the services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside do in excess of \$50,000 directly to from directly outside your State?  The services of \$50,000 from directly outside your State?  The services of \$50,000 from enterprises when the services of \$50,000 from enterprises when the services (Check the largest amount.  The services of \$50,000 from or the services of \$50,000 from th	ustomers in your State who pare value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated your State? If less than \$100,000, indicated your State? If less than who received the goods direction of the state of the goods direction.	systems, 1 concerns? 2000, indicate or State who te amount. \$50,000,			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 dire amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in excindicate amount. \$  G. Did you purchase and receive goods valued in expoints outside your State? If less than \$50,000, in H. Gross Revenues from all sales or performance of [] \$100,000 [] \$250,000 [] \$500,000 [] Did you begin operations within the last 12 mo.	s valued in excess of \$50,000 to control to the services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside do in excess of \$50,000 directly to from directly outside your State?  The services of \$50,000 from directly outside your State?  The services of \$50,000 from enterprises when the services of \$50,000 from enterprises when the services (Check the largest amount.  The services of \$50,000 from or the services of \$50,000 from th	ustomers in your State who pare value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated your State? If less than \$100,000, indicated your State? If less than who received the goods direction of the state of the goods direction.	systems, 1 concerns? 2000, indicate or State who the amount. \$50,000, thy from ont.			
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 dire amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in excess indicate amount. \$  G. Did you purchase and receive goods valued in excepoints outside your State? If less than \$50,000, in H. Gross Revenues from all sales or performance of []\$100,000 []\$250,000 []\$500,000 []  Did you begin operations within the last 12 models of the provided in the provided	s valued in excess of \$50,000 to control to the services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside do in excess of \$50,000 directly to from directly outside your State?  The services of \$50,000 from directly outside your State?  The services of \$50,000 from enterprises we redicate amount. \$\frac{1}{2}\$ services (Check the largest amount. \$\frac{1}{2}\$ services (Check the largest amount. \$\frac{1}{2}\$ services (The services of \$50,000 from the service	ustomers in your State who pare value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated inside your State? If less than \$50,000, indicated your State? If less than who received the goods direction of the state of the goods direction.  ROUP THAT ENGAGES IN ABOUT YOUR OPERATE EMAIL ADDRESS	systems, 1 concerns? 2000, indicate or State who the amount. \$50,000, thy from ont.	VE BARGAINING?		
B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting s If less than \$50,000, indicate amount. \$  D. Did you sell goods valued in excess of \$50,000 dire amount. \$  E. If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  F. Did you purchase and receive goods valued in excess indicate amount. \$  G. Did you purchase and receive goods valued in excepoints outside your State? If less than \$50,000, in H. Gross Revenues from all sales or performance of []\$100,000 []\$250,000 []\$500,000 []  I. Did you begin operations within the last 12 models and the segmentation of the last 12 models are goods. The	s valued in excess of \$50,000 to control to the services valued in excess of \$50,000 tations, commercial buildings, educated to customers located outside do in excess of \$50,000 directly to from directly outside your State?  The services of \$50,000 from directly outside your State?  The services of \$50,000 from enterprises we redicate amount. \$\frac{1}{2}\$ services (Check the largest amount. \$\frac{1}{2}\$ services (Check the largest amount. \$\frac{1}{2}\$ services (The services of \$50,000 from the service	ustomers in your State who pare value of any such services 2000 to public utilities, transit acational institutions, or retain your State? If less than \$50,000, indicated inside your State? If less than \$50,000, indicated your State? If less than who received the goods direction of the state of the goods direction.  ROUP THAT ENGAGES IN ABOUT YOUR OPERATE EMAIL ADDRESS	systems, 1 concerns?  000, indicate or State who te amount.  \$50,000, cly from ont.  N COLLECTI	VE BARGAINING?		

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

and Stevens & Lee, P.C.	CASE 21-CB-312550  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY OF DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS SHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Michael J Greenfield	
1500 Market Street, East Tower, Suite 1800	
Philadelphia PA	
E-MAIL ADDRESS: michael.greenfield@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2154963823	
	_FAX:
MGG	
SIGNATURE:  (Please sign in ink.)  DATE: Friday, February 24, 2023 11:56 AM Pacific Standard T	ime
I .	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Stevens & Lee, P.C.	CASE 21-CB-312550  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	TIVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY	
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY OF DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Brandon S. Shemtob	
1500 Market Street, East Tower Suite 1800	
Philadelphia PA	
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2154963835	
2158723643 CELL PHONE NUMBER:	6109880865 _FAX:
B 55	
SIGNATURE:	
(Please sign in ink.) DATE: Friday, February 24, 2023 12:30 PM Pacific Standard 7	Time
I .	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC,		
Charging Party		
and	CASE 21-CB-312550	
American Guild of Variety Artists,	21 05 012000	
,		
Respondent		
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT	IVE OF	
American Guild of Variety Artists		
•		
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY		
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WE DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN	
(REPRESENTATIVE INFORM	MATION)	
NAME: Eric R. Greene		
MAILING ADDRESS: 1040 Avenue of the Americas, 20th Floor, N	New York, NY 10018	
E-MAIL ADDRESS: egreene@spivaklipton.com		
OFFICE TELEPHONE NUMBER: 212-765-2100		
CELL PHONE NUMBER: 917-650-7894	_FAX:	
SIGNATURE		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

US Court House, Spring Street 312 N Spring Street, 10th Floor Los Angeles, CA 90012

Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778

May 3, 2023

Eric R. Greene, Counsel Spivak Lipton LLP

Email: egreene@spivaklipton.com

Re: American Guild of Variety Artists

(Medieval Knights, LLC) Case 21-CB-312550

Dear Mr. Greene:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nathan M. Seidman

Nathan M. Seidman Acting Regional Director

cc: Daniel Sobol, Esquire

Stevens & Lee, P.C.

Email: djso@stevenslee.com

Brandon S. Shemtob, Esq.

Stevens & Lee, P.C.

Email: brandon.shemtob@stevenslee.com

Michael J. Greenfield, Esq.

Stevens & Lee, P.C.

Email: michael.greenfield@stevenslee.com

Medieval Knights, LLC 7662 Beach Boulevard Buena Park, CA 90620

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

NMS/ac

FORM NLRB-508 (3-21)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
<sup>Case</sup> 21-CB-312551	Date Filed <b>02-21-2023</b>		

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR I	TS AGENTS A	AGAINST WHICH CHAR	GE IS BRO	UGHT		
				Union Representative to contact ric Greene		
c. Address (Street, city, state, and ZIP code) 363 Seventh Avenue, 17th Floor, New York, NY 10001			d. Tel. N 212-765	o. -2100 36	e. Cell No.	
			f. Fax. N	0.		
			g. e-mail egreene(	@spivakliptor	ı.com	
h. The above-named labor organization has engaged in and is engaged $(1)(A)$ practices are practices affecting commerce within the meaning o meaning of the Act and the Postal Reorganization Act.		of the Nation	nal Labor F	Relations Act, a	nd these unfair labor	
2. Basis of the Charge (set forth a clear and concise statement of the Within the previous six months, the above named labor org (1)(A) of the National Labor Relations Act by calling a striafter bargaining unit members were excluded from a vote to	ganization, b ike without t	y its officers, agents a first taking a vote to au	nd repres	entatives has		
3. Name of Employer Medieval Knights, LLC		4a. Tel. No. 215-751-1945	b. Cell No. 215-779		c. Fax No. 610-371-7755	
		d. e-mail daniel.sobol@stevens	lee.com			
5. Location of plant involved (street, city, state and ZIP code) 7662 Beach Blvd., Buena Park, CA 90620		6. Employ Daniel J	ver representati . Sobol	ve to contact		
7. Type of establishment <i>(factory, mine, wholesaler, etc.)</i> Live Show Performance	Identify principal product or service     Performance			9. Number o	f workers employed ately 50	
10. Full name of party filing charge Medieval Knights, LLC		1,111,111,111				
11. Address of party filing charge (street, city, state and ZIP code) 1500 Market St., East Tower, Suite 1800	To the second	11a. Tel. No. 215-751-1945	b. Cell No 215-779		c. Fax No. 610-371-7755	
		d. e-mail daniel.sobol@stevens	lee.com			
12. DECLARATION  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			Tel. No. 215-751-1945 Cell No. 215-779-3793			
(signature of representative or person making charge)  (Print/type name and title or office, if any)				Fax No. 610-371-775:		
Address 1500 Market St., East Tower, Suite 1800 Date 2-15-23				e-mail daniel.sobol@stevenslee.com		

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



# UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Download NLRB Mobile App

REGION 21 US Court House, Spring Street 312 N Spring Street, 10th Floor Los Angeles, CA 90012

February 21, 2023

Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

Re: American Guild of Variety Artists (Medieval

Agency Website: www.nlrb.gov

Telephone: (213)894-5200

Fax: (213)894-2778

Knights, LLC)

Case 21-CB-21-CB-312551

Dear Sir or Madam:

The charge that you filed in this case on February 21, 2023, has been docketed as case number 21-CB-21-CB-312551. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA MCNEILL whose telephone number is (213)634-6513. The mailing address is US Court House, Spring Street, Los Angeles, CA 90012. If this Board agent is not available, you may contact Regional Attorney WILLIAM PATE, JR. whose telephone number is (213)634-6410.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

cc: Daniel J. Sobol, Esq.Stevens & Lee, P.C.1500 Market Street, East Tower Suite 1800Philadelphia, PA 19103

WBC.hta

ORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD (3-11)						
QUESTIONNAIRE ON COMMERCE INFORMATION						
Please read carefully, answer all applicable items, and ret	turn to the NLRB O	office. If addition	nal space is requ	iired, please add a page	and identify item number.	
CASE NAME					ASE NUMBER -CB-21-CB-312551	
1. EXACT LEGAL TITLE OF ENTITY (As filed w	ith State and/or s	stated in legal	documents form	ning entity)		
2. TYPE OF ENTITY						
[] CORPORATION [] LLC [] LLP []	PARTNERSHI	P [] SOLE	PROPRIETOR	SHIP [] OTHER	(Specify)	
3. IF A CORPORATION or LLC	I n 3243 67 4 70	DDE 00 110	DDT 18703187		\ OF 477 PET 477	T2 VIII (1
A. STATE OF INCORPORATION OR FORMATION	B. NAME, AD	DRESS, AND	RELATIONSHI	IP (e.g. parent, subsidia	ry) OF ALL RELATED	ENTITIES
4. IF AN LLC OR ANY TYPE OF PARTNERSHIP	P, FULL NAME	AND ADDRE	SS OF ALL MI	EMBERS OR PARTN	ERS	
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS	OF PROPRI	FTOR			
3. If A SOLE I NOT RELIGION, TOLL NAME	AND ADDICESS	OFTROTAL	LIOR			
6. BRIEFLY DESCRIBE THE NATURE OF YOU	R OPERATION:	S (Products ha	ndled or manufa	actured or nature of ser	vices performed)	
o. Build besting the witten of the	N OI LIUITION	o (1 rouncis ma	raica or manaja	iciarea, or nature of ber	rices perjormenj.	
7A. PRINCIPAL LOCATION:		7B. BRANCI	H LOCATIONS	S:		
8. NUMBER OF PEOPLE PRESENTLY EMPLOY	VED					
A. TOTAL:	B. AT THE AL	ODDESS INVO	I VED IN THIS	MATTED.		
9. DURING THE MOST RECENT (Check the appr					VEAD (EVDATES	,
9. DURING THE MOST RECENT (Check the appr	ropriate box): [ ]	CALENDAR	[ ] 12 MON1	THS or [] FISCAL	YEAR (FY DATES	NO NO
A. Did you provide services valued in excess of \$50,0	000 directly to cust	tomers outside	your State? If n	o, indicate actual value.		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased						
goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you						
provided. \$						
newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns?  If less than \$50,000, indicate amount. \$						
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$						
E. If you answered no to 9D, did you sell goods valued	d in excess of \$50.	,000 directly to	customers locat	ted inside your State wh	10	
purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.						
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000,						
indicate amount. \$						
points outside your State? If less than \$50,000, indicate amount. \$						
[] \$100,000 [] \$250,000 [] \$500,000 [] \$1,000,000 or more If less than \$100,000, indicate amount.						
I. Did you begin operations within the last 12 mor	nths? If yes, spe	ecify date:				
10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?						
[ ] YES [ ] NO (If yes, name and address of association or group).						
11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS						
NAME	TITLE		E-MAIL ADD	DRESS	TEL. NUMBER	
12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE						
NAME AND TITLE (Type or Print)	SIGNATURE			E-MAIL ADDRESS	DATE	
	DDI	VACV ACT S	TATEMENT		I	

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD



Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778 Download NLRB Mobile App

February 21, 2023

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

**REGION 21** 

US Court House, Spring Street

312 N Spring Street, 10th Floor

Los Angeles, CA 90012

Re: American Guild of Variety Artists (Medieval

Knights, LLC)

Case 21-CB-21-CB-312551

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney LISA MCNEILL whose telephone number is (213)634-6513. If this Board agent is not available, you may contact Regional Attorney WILLIAM PATE, JR. whose telephone number is (213)634-6410.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

William B. Cowen Regional Director

Enclosure: Copy of Charge

WBC.hta

#### **UNITED STATES OF AMERICA**

#### BEFORE THE NATIONAL LABOR RELATIONS BOARD

AMERICAN GUILD OF	VARIETY ARTISTS
(Medieval Knights, LLC)	

**Charged Party** 

and

Case 21-CB-21-CB-312551

#### MEDIEVAL KNIGHTS LLC

**Charging Party** 

#### AFFIDAVIT OF SERVICE OF CHARGE AGAINST LABOR ORGANIZATION

I, the undersigned employee of the National Labor Relations Board, state under oath that on **February 21, 2023,** I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001 Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

Daniel J. Sobol, Esq. Stevens & Lee, P.C. 1500 Market Street, Fast

1500 Market Street, East Tower Suite 1800

Philadelphia, PA 19103

February 21, 2023.	Helen T. Alo, Designated Agent of NLRB
Date	Name
	Helen T. Alo
	Signature

and Stevens & Lee, P.C.	CASE 21-CB-312551  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY	
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Michael J Greenfield	
1500 Market Chart Foot Tower Cuite 1000	
MAILING ADDRESS: Philadelphia PA	
E-MAIL ADDRESS: michael.greenfield@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2154963823	_
CELL PHONE NUMBER:	FAX:
MGG	
SIGNATURE:	
(Please sign in ink.) DATE: Friday, February 24, 2023 11:57 AM Pacific Standard T	ime

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Stevens & Lee, P.C.	CASE 21-CB-312551  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATE Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFORT	MATIONI.
Brandon S. Shemtob	ZATION)
NAME:	
MAILING ADDRESS: Philadelphia PA	
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2154963835	
2158723643 CELL PHONE NUMBER:	6109880865 FAX:
BS5	
SIGNATURE:	
(Please sign in ink.) DATE: Friday, February 24, 2023 12:30 PM Pacific Standard T	ïme

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

		_	
Medieval Knights, LLC,			
	Charging Party		
and		CASE 21-CB-312551	
American Guild of Varie	tv Artists.	21 05 012001	
	<b>3</b> ,		
	Respondent		
REGIONAL DIRECTOR	EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREB	y enters appearance as representat / Artists	IVE OF	
IN THE ABOVE-CAPTIONED	MATTER.		
CHECK THE APPROPRIATE  REPRESENTATIVE IS			
CERTAIN DOCUMENTS OR OBOX MUST BE CHECKED. IF		THAT THE PARTY MAY RECEIVE COPIES OF ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN TS AS DESCRIBED IN SEC. 11842.3 OF THE	
	(REPRESENTATIVE INFOR	MATION)	
NAME: Eric R. Greene			
MAILING ADDRESS: 1040 Avenue of the Americas, 20th Floor, New York, NY 10018			
E-MAIL ADDRESS: egreene@spivaklipton.com			
OFFICE TELEPHONE NUMBER: 212-765-2100			
CELL PHONE NUMBER: 917-650-7894 FAX:			
SIGNATURE:	lee		
(Please sign in in DATE 03/27/2023	nk.)		
ı			

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

US Court House, Spring Street 312 N Spring Street, 10th Floor Los Angeles, CA 90012

Agency Website: www.nlrb.gov Telephone: (213)894-5200 Fax: (213)894-2778

May 3, 2023

Eric R. Greene, Esq. Spivak Lipton LLP

Email: egreene@spivaklipton.com

Re: American Guild of Variety Artists

(Medieval Knights, LLC) Case 21-CB-312551

Dear Mr. Greene:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Nathan M. Seidman

Nathan M. Seidman Acting Regional Director

cc: American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

Daniel J. Sobol, Esq. Stevens & Lee, P.C.

Email: daniel.sobol@stevenslee.com

Brandon S. Shemtob, Esq. Stevens & Lee, P.C.

Email: brandon.shemtob@stevenslee.com

Michael J. Greenfield, Esq.

Stevens & Lee, P.C.

Email: michael.greenfield@stevenslee.com

Medieval Knights LLC 7662 Beach Boulevard Buena Park, CA 90620

NMS/ac

FORM NLRB-501 (3-21)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS	SPACE
2 <b>2ºº</b> A-301865	Attg 22, 2022

#### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is	occurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Medieval Knights LLC		b. Tel. No. 201-933-2220
		c. Cell No.
170		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 149 Polito Avenue, Lyndhurst, New Jersey 07071	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) medievaltimes.com
		h. Number of workers employed 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Performance Venue	j. Identify principal product or service Entertainment	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of	section 8(a), subsections (1) and
(list subsections) (3) and (5)	of the National I	Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act. or these unfair labor practices are	practices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.	<b>3</b>	,
Basis of the Charge (set forth a clear and concise state)	ment of the facts constituting the alleged unfair lat	nor practices)
3. Full name of party filing charge (if labor organization, g American Guild of Variety Artists	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 363 Seventh Avenue, 17th Floor, New York, NY 1	9) 0001	4b. Tel. No. 212-675-1003
		4c. Cell No.
		4d. Fax No. 212-633-0097
		4e. e-mail AGVANY@aol.com
5. Full name of national or international labor organization None	of which it is an affiliate or constituent unit (to be f	illed in when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements  y knowledge and belief.	212-765-2100
Colle	Eric R. Greene, Counsel  (Print/type name and title or office, if any)	Office, if any, Cell No. 917-650-7894
(signature of representative or person making charge)	Fax No. 212-765-8954	
Spivak Lipton LLP	r, NY, NY 10018 Date Aug 22, 2022	e-mail
Address 1040 Avenue of the Americas, 20th Floor	egreene@spivaklipton.com	

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

#### **RIDER**

Within the last six months, the Employer did not provide raises to employees at its Lyndurst, New Jersey location when it provided raises to employees at other locations, in retaliation for Lyndhurst employees' protected concerted activities.

Within the last six months, the Employer unilaterally rescinded its policy of permitting employees to bring friends and family backstage for tours, in retaliation for employees' protected concerted activities, and without notifying or bargaining with the Union.

Within the last six months, the Employer unilaterally adopted more onerous notification requirements for employees to switch shifts, in retaliation for employees' protected concerted activities, and without notifying or bargaining with the Union.

Within the last six months, the Employer reduced Knight employees' hours by scheduling their shifts to start closer to the beginning of performances, in retaliation for employees' protected concerted activities.

Within the last six months, the Employer revoked employee (b) (6), (b) (7)(C) access to a locker in retaliation for protected concerted activities, including (b) (6), (b) (7)(C) in an NLRB election.



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 22
20 WASHINGTON PL
Agency Website: www.nlrb.gov
FL 5
NEWARK, NJ 07102-3127
Agency Website: www.nlrb.gov
Telephone: (973)645-2100
Fax: (973)645-3852

Download NLRB Mobile App

August 24, 2022

(b) (6), (b) (7)(C)

Medieval Knights, LLC 149 Polito Avenue Lyndhurst, NJ 07071

> Re: Medieval Knights LLC Case 22-CA-301865

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

	FORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD					
	QUESTIONNAIRE ON COMMERCE INFORMATION					
Plea	ase read carefully, answer all applicable items, and re	turn to the NLRB Office. If addit	ional space is required, please add a	page and i	dentify item number.	
_	SE NAME		, , , , , , , , , , , , , , , , , , , ,	_	NUMBER	
				22-CA	-301865	
1.	EXACT LEGAL TITLE OF ENTITY (As filed w	vith State and/or stated in leg	al documents forming entity)			
2.	TYPE OF ENTITY					
[]	CORPORATION [ ] LLC [ ] LLP [	] PARTNERSHIP [ ] SOI	LE PROPRIETORSHIP [ ] OT	THER (Spe	ecify)	
3.	IF A CORPORATION or LLC					
	STATE OF INCORPORATION	B. NAME, ADDRESS, AN	D RELATIONSHIP (e.g. parent, su	bsidiary) C	OF ALL RELATED EN	NTITIES
(	OR FORMATION					
4.	IF AN LLC OR ANY TYPE OF PARTNERSHI	P, FULL NAME AND ADDE	ESS OF ALL MEMBERS OR PA	ARTNERS	S	
-	TE A COLE BRODDIETORGIUD EVI I MANE	AND ADDRESS OF BRODE	NETOD			
Э.	IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPI	GETOR			
	DRIFFI V DESCRIPE THE VATUE OF VOI	ID ODED ATIONS (D. )			<i>C D</i>	
0.	BRIEFLY DESCRIBE THE NATURE OF YOU	R OPERATIONS (Products	nandled or manufactured, or nature	of services	s performed).	
7A.	PRINCIPAL LOCATION:	7B. BRAN	CH LOCATIONS:			
0	ATTACHED OF BEODIE BRECEAST VENDS	VED				
8.	8. NUMBER OF PEOPLE PRESENTLY EMPLOYED					
	A. TOTAL:		OLVED IN THIS MATTER:			
9.	A. TOTAL:  DURING THE MOST RECENT (Check the app			SCAL YE		)   NO
	DURING THE MOST RECENT (Check the app	ropriate box): [ ] CALENDA	R []12 MONTHS or []FIS		AR (FYDATESYES	NO NO
Α.	Did you provide services valued in excess of \$50,0	ropriate box): [ ] CALENDA	R [] 12 MONTHS or [] FIS de your State? If no, indicate actual	value.		) NO
Α.	Did you provide services valued in excess of \$50,\$	ropriate box): [ ] CALENDA  Outlier of the control	R [] 12 MONTHS or [] FIS  de your State? If no, indicate actual o customers in your State who purch	value. nased		NO NO
Α.	Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDA  Outlier of the control	R [] 12 MONTHS or [] FIS  de your State? If no, indicate actual o customers in your State who purch	value. nased		NO NO
A. B.	Did you provide services valued in excess of \$50,\$	ropriate box): [ ] CALENDA  Output  Ou	R [] 12 MONTHS or [] FIS  de your State? If no, indicate actual  o customers in your State who purcle the value of any such services you	value. nased		NO NO
A. B.	Did you provide services valued in excess of \$50,9   If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$  If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting services.	ropriate box): [ ] CALENDA  Output to customers outside s valued in excess of \$50,000 to tiside your State? If no, indicate services valued in excess of \$50,000 to the services valued in excess of \$	R [] 12 MONTHS or [] FISTER STATES OF [] FISTE	value.		NO NO
A. B.	DURING THE MOST RECENT (Check the app  Did you provide services valued in excess of \$50,0  \$	propriate box): [ ] CALENDA  Output discount of the control of the	R [] 12 MONTHS or [] FISTER STATES OF [] FISTE	value.  nased ems, ncems?		NO NO
A. B.	Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDA  Output discount of the control of the	R [] 12 MONTHS or [] FISTER STATES OF [] FISTE	value.  nased ems, ncems?		NO NO
A. B. C.	DURING THE MOST RECENT (Check the app  Did you provide services valued in excess of \$50,0  \$	propriate box): [ ] CALENDA [	R [] 12 MONTHS or [] FISTER STATES OF THE PROPERTY OF THE PROP	value.  nased ems, ncems?		NO NO
A. B. C.	Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDA [	R [] 12 MONTHS or [] FISTED or Customers in your State who purely the the value of any such services you in the value of any such services your State? If less than \$50,000, to customers located inside your State?	value.  nased ems, ncems?  indicate		NO NO
A. B. C.	Did you provide services valued in excess of \$50,0 \$  If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting so If less than \$50,000, indicate amount. \$  Did you sell goods valued in excess of \$50,000 directly our provided. \$  If you answered no to 9D, did you sell goods valued purchased other goods valued in excess of \$50,000 \$	ropriate box): [ ] CALENDA  000 directly to customers outside s valued in excess of \$50,000 to this de your State? If no, indicate services valued in excess of \$5 tations, commercial buildings, ectly to customers located outside d in excess of \$50,000 directly from directly outside your State	R [] 12 MONTHS or [] FISTED or Customers in your State who purely the the value of any such services you state or customers in your State who purely the value of any such services you state or customers in your State or retail conditions or retail con	value.  nased ems, ncems?  indicate ate who nount.		NO NO
A. B. C.	Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDA  000 directly to customers outside s valued in excess of \$50,000 to this de your State? If no, indicate services valued in excess of \$5 tations, commercial buildings, ectly to customers located outside d in excess of \$50,000 directly from directly outside your State	R [] 12 MONTHS or [] FISTED or State? If no, indicate actual or customers in your State who purely the value of any such services you in 10,000 to public utilities, transit system of the value of any such services you or retail conditional institutions, or retail conditional institutions, or retail conditional institutions, or retail conditional institutions or retail conditional institutions or retail conditional institutions.	value.  nased ems, ncems?  indicate ate who nount.		NO NO
A. B. C. F.	Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDA COO directly to customers outside so valued in excess of \$50,000 to tiside your State? If no, indicate services valued in excess of \$50,000 to take to the services of \$50,000 directly to customers located outside in excess of \$50,000 directly from directly outside your State coess of \$50,000 from directly outside you	R [] 12 MONTHS or [] FISTER STATES OF [] FISTE	value.  nased ems, ncems?  indicate ate who nount.		NO NO
A. B. C. D. F.	Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDA  000 directly to customers outside s valued in excess of \$50,000 to statistic your State? If no, indicate services valued in excess of \$5 tations, commercial buildings, ectly to customers located outside in excess of \$50,000 directly from directly outside your State cess of \$50,000 from directly of cess of \$50,000 from enterprise indicate amount. \$	R [] 12 MONTHS or [] FISTER STATES OF [] FISTE	value.  nased ems, ncems?  indicate ate who nount.		NO NO
A. B. C. F.	Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDA  000 directly to customers outside s valued in excess of \$50,000 to station to the services valued in excess of \$50,000 to tations, commercial buildings, ectly to customers located outside d in excess of \$50,000 directly from directly outside your State cess of \$50,000 from directly of cess of \$50,000 from enterprise dicate amount. \$  Services (Check the largest and	R [] 12 MONTHS or [] FISTER STATES OF [] FISTE	value.  nased ems, ncems?  indicate ate who nount.		NO NO
A. B. C. D. F.	Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDA  COO directly to customers outside  s valued in excess of \$50,000 to staide your State? If no, indicate services valued in excess of \$50,000 to stations, commercial buildings, eactly to customers located outside in excess of \$50,000 directly from directly outside your State cess of \$50,000 from directly outside your State cess of \$50,000 from enterprise andicate amount. \$	R [] 12 MONTHS or [] FISTER STATES OF [] FISTE	value.  nased ems, ncems?  indicate ate who nount.		NO NO
A. B. C. D. F. G.	Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDA  COO directly to customers outside  s valued in excess of \$50,000 to staid your State? If no, indicate  services valued in excess of \$50,000 to stations, commercial buildings,  ectly to customers located outside in excess of \$50,000 directly from directly outside your State  cess of \$50,000 from directly of the services of \$50,000 from enterprise adicate amount. \$	de your State? If no, indicate actual o customers in your State who purcle the value of any such services you in 20,000 to public utilities, transit system actual institutions, or retail conde your State? If less than \$50,000, to customers located inside your State? If less than \$50,000, indicate an utside your State? If less than \$50,000, is who received the goods directly for any in the property of the your State? If less than \$50,000, indicate amount.	value.  nased ems, ncems?  indicate ate who nount.  000,	YES	
A. B. C. D. F. G.	Did you provide services valued in excess of \$50,0 \$  If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly or provided. \$  If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting so If less than \$50,000, indicate amount. \$  Did you sell goods valued in excess of \$50,000 dir amount. \$  If you answered no to 9D, did you sell goods value purchased other goods valued in excess of \$50,000 \$  Did you purchase and receive goods valued in exindicate amount. \$  Did you purchase and receive goods valued in expoints outside your State? If less than \$50,000, in Gross Revenues from all sales or performance of [] \$100,000 [] \$250,000 [] \$500,000  Did you begin operations within the last 12 mo	propriate box): [ ] CALENDA  COO directly to customers outside  s valued in excess of \$50,000 to statistic your State? If no, indicate services valued in excess of \$50,000 to stations, commercial buildings, except to customers located outside your State outside your State of \$50,000 from directly of the state of \$50,000 from directly of the state of \$50,000 from enterprise of \$50,000 from enterpr	de your State? If no, indicate actual o customers in your State who purcle the value of any such services you in 20,000 to public utilities, transit system actual institutions, or retail conde your State? If less than \$50,000, to customers located inside your State? If less than \$50,000, indicate an utside your State? If less than \$50,000, is who received the goods directly for any in the property of the your State? If less than \$50,000, indicate amount.	value.  nased ems, ncems?  indicate ate who nount.  000,	YES	
A. B. C. D. F. G. H. 10.	Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDA  COO directly to customers outside s valued in excess of \$50,000 to tiside your State? If no, indicate services valued in excess of \$50,000 to tations, commercial buildings, except to customers located outside in excess of \$50,000 directly from directly outside your State  Coess of \$50,000 from directly outside amount. \$  Coess of \$50,000 from enterprise and cate amount. \$  Coess of \$50,000 or more If les  If yes, specify date:	le your State? If no, indicate actual o customers in your State who purcle the value of any such services you of 0,000 to public utilities, transit systeducational institutions, or retail conde your State? If less than \$50,000, to customers located inside your State? If less than \$50,000, indicate an utside your State? If less than \$50,000, is who received the goods directly for the state of the goods directly for	value.  nased ems, ncems? indicate ate who nount.  000,	YES	

 12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

 NAME AND TITLE (Type or Print)
 SIGNATURE
 E-MAIL ADDRESS
 DATE

#### PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

### **UNITED STATES OF AMERICA**

#### BEFORE THE NATIONAL LABOR RELATIONS BOARD

MEDIEVAL KNIGHTS LLC  Charged Party  and	Case 22-CA-301865
AMERICAN GUILD OF VARIETY ARTISTS	
Charging Party	
AFFIDAVIT OF SERVICE OF CHARGE AGAINS	ST EMPLOYER
I, the undersigned employee of the National Labor Rela August 24, 2022, I served the above-entitled document following persons, addressed to them at the following a	(s) by post-paid regular mail upon the
(b) (6), (b) (7)(C) Medieval Knights, LLC 149 Polito Avenue Lyndhurst, NJ 07071	
August 24, 2022	Albert Santiago, Designated Agent of NLRB
Date	Name
	Albert Santiago
_	Signature



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852



August 24, 2022

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

**REGION 22** 

20 WASHINGTON PL

NEWARK, NJ 07102-3127

Re: Medieval Knights LLC Case 22-CA-301865

Dear Sir or Madam:

The charge that you filed in this case on August 22, 2022 has been docketed as case number 22-CA-301865. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN

Regional Director

cc: Eric R. Greene

Spivak Lipton LLP

1040 Avenue of the Americas, 20th Floor

New York, NY 10018

and Individual	CASE 22-CA-301865  Medieval Knights LLC		
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF			
IN THE ABOVE-CAPTIONED MATTER.			
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENT CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFORM	MATION)		
Brandon S. Shemtob			
A Stevens & Lee/Griffin Company,1500 Market Street, East Tower, Ste 1800  MAILING ADDRESS: Philadelphia PA			
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2154963835			
2158723643 CELL PHONE NUMBER:	6109880865 FAX:		
SIGNATURE:  (Please sign in ink.) DATE: Wednesday, August 24, 2022 8:13 AM Eastern Standar	rd Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 22-CA-301865  Medieval Knights LLC		
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights LLC  IN THE ABOVE-CAPTIONED MATTER.	IVE OF		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WE DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFOR	MATION)		
Daniel J. Sobol			
A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS: Philadelphia PA	rket Street, East Tower, Suite 1800		
E-MAIL ADDRESS: daniel.sobol@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2157511945			
2157793793 6103717755 CELL PHONE NUMBER: FAX:			
DISO			
SIGNATURE:			
(Please sign in ink.) DATE: Wednesday, August 24, 2022 8:48 AM Eastern Standar	rd Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 22-CA-301865  Medieval Knights LLC		
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATI Medieval Knights LLC	IVE OF		
IN THE ABOVE-CAPTIONED MATTER.			
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WE DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENT CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFORM	AATION)		
Brandon S. Shemtob  A Stevens & Lee/Griffin Company,1500 Mai  MAILING ADDRESS: Philadelphia PA	rket Street, East Tower, Ste 1800		
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com			
OFFICE TELEPHONE NUMBER:			
CELL PHONE NUMBER: 2158723643	6109880865 _FAX:		
signature:  (Please sign in ink.) DATE: Monday, October 3, 2022 3:23 PM Eastern Standard Til	me		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 22-CA-301865  Medieval Knights LLC		
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATION Medieval Knights LLC  IN THE ABOVE-CAPTIONED MATTER.	IVE OF		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WE DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENT CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFORM	AATION)		
Daniel J. Sobol  NAME:  A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS:  Philadelphia PA	rket Street, East Tower, Suite 1800		
E-MAIL ADDRESS: daniel.sobol@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2157511945			
2157793793 6103717755 CELL PHONE NUMBER: FAX:			
PJS			
SIGNATURE:  (Please sign in ink.)  DATE: Thursday, November 17, 2022 2:27 PM Eastern Standa	ard Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 22-CA-301865  Medieval Knights LLC		
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATION Medieval Knights LLC  IN THE ABOVE-CAPTIONED MATTER.	IVE OF		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENT CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFORM	AATION)		
Brandon S. Shemtob			
1500 Market Street, East Tower Suite 1800  MAILING ADDRESS:			
Philadelphia PA			
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2154963835 2158723643 6109880865			
2158723643 6109880865 CELL PHONE NUMBER: FAX:			
855			
SIGNATURE:  (Please sign in ink.) DATE: Thursday, November 17, 2022 3:26 PM Eastern Standa	ard Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

	1		
and Individual	CASE 22-CA-301865  Medieval Knights LLC		
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF			
IN THE ABOVE-CAPTIONED MATTER.			
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFOR	MATION)		
Michael J Greenfield  NAME:			
1500 Market Street,East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA			
E-MAIL ADDRESS: michael.greenfield@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2154963823			
CELL PHONE NUMBER:	FAX:		
MGG			
SIGNATURE:			
(Please sign in ink.) DATE: Thursday, November 17, 2022 3:52 PM Eastern Standa	ard Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

FORM NLRB-501 (3-21)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
22°CA-305615	Oct 20, 2022		

#### **INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

The an engina wanted to giona bricker for the region in	Willow the anegea amail labor practice eccarroa or ic ec	rouring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
ame of Employer dieval Knights, LLC		b. Tel. No. 201-933-2220
		c. Cell No.
d Address (Street etc. state and 7/D ands)	e. Employer Representative	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 149 Polito Avenue, Lyndhurst, New Jersey 07071	(b) (6), (b) (7)(C)	a. e-mail (b) (6), (b) (7)(C) medievaltimes.com
		h. Number of workers employed 38
i. Type of Establishment <i>(factory, mine, wholesaler, etc.)</i> Performance Venue	j. Identify principal product or service Entertainment	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and
(list subsections) (5)	of the National Lal	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		,
meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise state Within the last six months, the Employer has refus party is resolved.	ed to bargain until an unfair labor practice cha	rge that it filed against the charging
3. Full name of party filing charge <i>(if labor organization, g</i> American Guild of Variety Artists	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code 363 Seventh Avenue, 17th Floor, New York, NY 1	e) 0001	4b. Tel. No. 212-675-1003
		4c. Cell No.
		4d. Fax No. 212-633-0097
		4e. e-mail AGVANY@aol.com
5. Full name of national or international labor organization None	of which it is an affiliate or constituent unit (to be fille	in when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements by knowledge and belief.	212-765-2100
Eric R. Greene, Counsel		Office, if any, Cell No. 917-650-7894
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 212-765-8954
Spivak Lipton LLP	2	e-mail
Address 1040 6th Avenue, 20th Floor, NY, NY 10	0018 Date Oct 20, 2022	egreene@spivaklipton.com

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 22 20 WASHINGTON PL FL 5 NEWARK, NJ 07102-3127

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852 Download NLRB Mobile App

October 21, 2022

(b) (6), (b) (7)(C) Medieval Knights, LLC

149 Polito Avenue Lyndhurst, NJ 07071

> Re: Medieval Knights, LLC Case 22-CA-305615

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD (3-11)				
	ONNAIRE ON COMME	RCE INFORMATION		
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.				
CASE NAME			CASE NUMBER	
		2	22-CA-305615	
1. EXACT LEGAL TITLE OF ENTITY (As filed w	vith State and/or stated in legal	documents forming entity)		
2. TYPE OF ENTITY				
[] CORPORATION [] LLC [] LLP [	] PARTNERSHIP [ ] SOLI	E PROPRIETORSHIP [ ] OTHE	R (Specify )	
3. IF A CORPORATION or LLC  A. STATE OF INCORPORATION	D NAME ADDRESS AND	DELATIONCHID (	OF ALL DELATED I	CNECECTIC
OR FORMATION	B. NAME, ADDRESS, AND	RELATIONSHIP (e.g. parent, subside	lary) OF ALL RELATED I	ENTITIES
4. IF AN LLC OR ANY TYPE OF PARTNERSHI	P, FULL NAME AND ADDRE	SS OF ALL MEMBERS OR PART	NERS	
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRI	ETOR		
6. BRIEFLY DESCRIBE THE NATURE OF YOU	JR OPERATIONS (Products ha	andled or manufactured, or nature of s	ervices performed).	
7A. PRINCIPAL LOCATION:	7B. BRANC	H LOCATIONS:		
8. NUMBER OF PEOPLE PRESENTLY EMPLO	YED			
A. TOTAL:	B. AT THE ADDRESS INVO			
A. TOTAL:  9. DURING THE MOST RECENT (Check the app				)   NO
	ropriate box): [ ] CALENDAR	R [] 12 MONTHS or [] FISCA	YES	) NO
DURING THE MOST RECENT (Check the app  A. Did you provide services valued in excess of \$50,0  \$	ropriate box): [ ] CALENDAR	your State? If no, indicate actual value	YES e.	NO NO
DURING THE MOST RECENT (Check the app      A. Did you provide services valued in excess of \$50,0     \$	ropriate box): [ ] CALENDAR  000 directly to customers outside  s valued in excess of \$50,000 to	your State? If no, indicate actual value	YES e.	NO NO
DURING THE MOST RECENT (Check the app  A. Did you provide services valued in excess of \$50,0  \$	ropriate box): [ ] CALENDAR  000 directly to customers outside  s valued in excess of \$50,000 to	your State? If no, indicate actual value	YES e.	NO NO
DURING THE MOST RECENT (Check the app      A. Did you provide services valued in excess of \$50,0      \$	propriate box): [ ] CALENDAR COMMITTEE COMMITT	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems.	YES ie.	NO NO
Did you provide services valued in excess of \$50,0 \$      B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly our provided. \$  C. If you answered no to 9A and 9B, did you provide newspapers, health care institutions, broadcasting services.	propriate box): [ ] CALENDAR COMMITTEE COMMITT	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems.	YES ie.	NO NO
DURING THE MOST RECENT (Check the app      A. Did you provide services valued in excess of \$50,0      \$	propriate box): [ ] CALENDAR COMMITTEE COMMITT	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerning.	YES ie. if	NO NO
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR CONTROL C	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ducational institutions, or retail concerne your State? If less than \$50,000, indi	YES ie. if	NO NO
Did you provide services valued in excess of \$50,0 \$     S	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerne your State? If less than \$50,000, indicate of customers located inside your State was actually such as the concerner of the state	YES  ie.  if  cate  who	NO NO
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerne your State? If less than \$50,000, indicate of customers located inside your State was actually such as the concerner of the state	YES  ie.  if  cate  who	NO NO
D. Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDAR  000 directly to customers outside so valued in excess of \$50,000 to straide your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside d in excess of \$50,000 directly to from directly outside your State	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ducational institutions, or retail concerne your State? If less than \$50,000, indicate amounts? If less than \$50,000, indicate amounts	YES  ie.  if  cate  who  it.	NO NO
A. Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDAR  000 directly to customers outside so valued in excess of \$50,000 to atside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside d in excess of \$50,000 directly to from directly outside your State'  cess of \$50,000 from directly outside	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ducational institutions, or retail concerne your State? If less than \$50,000, indicate amounts of the customers located inside your State was 1 fless than \$50,000, indicate amounts 1 fless than \$50,000, indicate amounts 1 fless than \$50,000, indicate 3 fless than \$50,000, ind	YES  ie.  if  cate  who  it.	NO NO
D. Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDAR  000 directly to customers outside s valued in excess of \$50,000 to atside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside d in excess of \$50,000 directly to from directly outside your State'  cess of \$50,000 from directly out cess of \$50,000 from enterprises	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ducational institutions, or retail concerne your State? If less than \$50,000, indicate amounts of the customers located inside your State was 1 fless than \$50,000, indicate amounts 1 fless than \$50,000, indicate amounts 1 fless than \$50,000, indicate 3 fless than \$50,000, ind	YES  ie.  if  cate  who  it.	NO NO
A. Did you provide services valued in excess of \$50,0 \$	ropriate box): [ ] CALENDAR  000 directly to customers outside s valued in excess of \$50,000 to tiside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside d in excess of \$50,000 directly to from directly outside your State' cess of \$50,000 from directly out cess of \$50,000 from enterprises indicate amount. \$  Fervices (Check the largest and	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerne your State? If less than \$50,000, indicate amount is side your State? If less than \$50,000, who received the goods directly from tount)	YES  ie.  if  cate  who  it.	NO NO
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR COORDINATE CONTROL OF CONT	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerne your State? If less than \$50,000, indicate amount is side your State? If less than \$50,000, who received the goods directly from tount)	YES  ie.  if  cate  who  it.	NO NO
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerne your State? If less than \$50,000, indicate amount is idea to customers located inside your State with the property of	YES  ie.  if  cate  who  it.	
Puring the Most recent (Check the app  A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR COORDINATE CONTROL OF CONT	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerne your State? If less than \$50,000, indicate amount is idea to customers located inside your State with the property of	YES  ie.  if  cate  who  it.	
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems ducational institutions, or retail concerne your State? If less than \$50,000, indicate amount is ide your State? If less than \$50,000, indicate amount is ide your State? If less than \$50,000, who received the goods directly from than \$100,000, indicate amount.	YES  ie.  if  cate  who  it.  LECTIVE BARGAINING	

SIGNATURE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations
Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71
Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause
the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

DATE

E-MAIL ADDRESS

## UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

MEDIEVAL KNIGHTS, LLC	
Charged Party	
and	Case 22-CA-305615
AMERICAN GUILD OF VARIETY ARTISTS	
Charging Party	
AFFIDAVIT OF SERVICE OF CHARGE AGA	INST EMPLOYER
I, the undersigned employee of the National Labor Relations Board, state under oath that on October 21, 2022, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:  (b) (6), (b) (7)(C)	
Medieval Knights, LLC 149 Polito Avenue Lyndhurst, NJ 07071	
October 21, 2022	Albert Santiago, Designated Agent of NLRB
Date	Name
	Albert Santiago Signature



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852



October 21, 2022

AMERICAN GUILD OF VARIETY ARTISTS 363 7th Ave Fl 17 New York, NY 10001-3904

> Re: Medieval Knights, LLC Case 22-CA-305615

Dear Sir or Madam:

**REGION 22** 

20 WASHINGTON PL

NEWARK, NJ 07102-3127

The charge that you filed in this case on October 20, 2022 has been docketed as case number 22-CA-305615. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN

Regional Director

cc: ERIC R. GREENE, ESQ.

Spivak Lipton LLP

1040 Avenue of the Americas, 20th Floor

New York, NY 10018

Medieval Knights, LLC	
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT. Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFORM	MATION)
Michael J Greenfield	
1500 Market Street, East Tower, Suite 1800	
Philadelphia PA	
E-MAIL ADDRESS: michael.greenfield@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2154963823	
MGG	_FAX:
SIGNATURE:  (Please sign in ink.)  DATE: Tuesday, October 25, 2022 4:04 PM Eastern Standard	Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC	
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY	
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Daniel J. Sobol	
A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS: Philadelphia PA	rket Street, East Tower, Suite 1800
E-MAIL ADDRESS: daniel.sobol@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2157511945	
CELL PHONE NUMBER:	6103717755 FAX:
SCO	
SIGNATURE:	
(Please sign in ink.) DATE: Tuesday, October 25, 2022 4:10 PM Eastern Standard	Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC	
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY	
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY OF DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Daniel J. Sobol	
A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS: Philadelphia PA	rket Street, East Tower, Suite 1800
E-MAIL ADDRESS: daniel.sobol@stevenslee.com	
<i>OFFICE TELEPHONE NUMBER:</i> 2157511945	
2157793793 CELL PHONE NUMBER:	6103717755 FAX:
DJS	
SIGNATURE:	
(Please sign in ink.) DATE: Thursday, November 17, 2022 2:28 PM Eastern Standa	ard Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC	
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY OF DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS SHAPPING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Brandon S. Shemtob	
1500 Market Street, East Tower Suite 1800	
Philadelphia PA	
E-MAIL ADDRESS: brandon.shemtob@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2154963835	040000005
2158723643 CELL PHONE NUMBER:	6109880865 _FAX:
BSS	
SIGNATURE:	
(Please sign in ink.) DATE: Thursday, November 17, 2022 3:27 PM Eastern Standa	ard Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC		
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC	
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF	
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY		
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN	
(REPRESENTATIVE INFOR	MATION)	
Michael J Greenfield		
1500 Market Street, East Tower, Suite 1800	)	
Philadelphia PA		
E-MAIL ADDRESS: michael.greenfield@stevenslee.com		
OFFICE TELEPHONE NUMBER: 2154963823		
CELL PHONE NUMBER:	FAX:	
MGG		
SIGNATURE:		
(Please sign in ink.) DATE: Thursday, November 17, 2022 3:53 PM Eastern Standa	ard Time	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC		
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC	
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF	
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY		
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VEOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN	
(REPRESENTATIVE INFOR	MATION)	
Michael J Greenfield		
1500 Market Street, East Tower, Suite 1800	1	
MAILING ADDRESS: Philadelphia PA		
E-MAIL ADDRESS: michael.greenfield@stevenslee.com		
office telephone number: 2154963823		
CELL PHONE NUMBER:	FAX:	
SIGNATURE:  (Please sign in ink.) DATE: Tuesday, January 17, 2023 2:14 PM Eastern Standard		
DATE: Tuesday, January 17, 2023 2:14 PM Eastern Standard	Time	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC	
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC
REGIONAL DIRECTOR EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATE Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY	
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFORM	MATION)
Daniel J. Sobol	
A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS: Philadelphia PA	rket Street, East Tower, Suite 1800
E-MAIL ADDRESS: daniel.sobol@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2157511945	
2157793793 CELL PHONE NUMBER:	6103717755 FAX:
SIGNATURE:	
DATE: Tuesday, January 17, 2023 2:18 PM Eastern Standard	Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

Medieval Knights, LLC	
and AMERICAN GUILD OF VARIETY ARTISTS	CASE 22-CA-305615  Medieval Knights, LLC
REGIONAL DIRECTOR EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTA Medieval Knights, LLC	TIVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY I BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUME CASEHANDLING MANUAL.	N ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFO	RMATION)
NAME: (b) (6),  1500 Market Street,East Tower, Suite 180  MAILING ADDRESS: Philadelphia PA	00
E-MAIL ADDRESS: (b) (6), (b) stevenslee.com	
OFFICE TELEPHONE NUMBER: (b) (6), (b)	
CELL PHONE NUMBER:	FAX:
(b) (6), (b) (7)(C) SIGNATURE:	
(Please sign in ink.) DATE: Tuesday, January 17, 2023 2:20 PM Eastern Standar	d Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



Nicholas J. Johnson njohnson@spivaklipton.com 1040 6th Avenue, 20th Floor New York, NY 10018 T 212.765.2100 F 212.765.8954 spivaklipton.com

October 20, 2022

Via First Class Mail and E-Mail

(b) (6), (b) (7)(C)

Medieval Knights, LLC 149 Polito Avenue Lyndhurst, NJ 07071

(b) (6), (b) (7)(C) <u>medievaltimes.com</u>

Re: Unfair Labor Practice Charge AGVA/Medieval Knights, LLC

### Dear (b) (6), (b) (7)(C)

This firm represents the American Guild of Variety Artists. Enclosed please find an unfair labor practice charge that has been filed against Medieval Knights, LLC with the National Labor Relations Board.

Thank you.

Very truly yours,

Nicholas J. Johnson

Enclosure

cc (via e-mail): Daniel Sobol, Esq.

Eric R. Greene, Esq. Susanne K. Doris

FORM NLRB-501 (3-21)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
22-CA-309878	1/4/2023	

### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is oc	curring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Medieval Knights, LLC		b. Tel. No. 201-933-2220
		c. Cell No.
d. Address (Street, city, state, and ZIP code)	I	f. Fax. No.
149 Polito Avenue, Lyndhurst, New Jersey 07071	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) medievaltimes.com
		h. Number of workers employed 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Performance Venue	j. Identify principal product or service Entertainment	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and
(list subsections) (5)	of the National Lab	oor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea	aning of the Act, or these unfair labor practices are pr	actices affecting commerce within the
meaning of the Act and the Postal Reorganization Act.		3
Basis of the Charge (set forth a clear and concise state     Within the last six months, the Employer has refus	ement of the facts constituting the alleged unfair labor ed to bargain with the Union by a mutually-ago	practices) reed upon method (videoconference)
concerning annual wage increases.		•
3. Full name of party filing charge (if labor organization, g.	ive full name, including local name and number)	
American Guild of Variety Artists	we full hame, including local hame and humber)	
As Address (Otrest and number site state and 710 and		Ab Tol No
4a. Address (Street and number, city, state, and ZIP code 363 Seventh Avenue, 17th Floor, New York, NY 1	e) 0001	4b. Tel. No. 212-675-1003
303 Sevendi rivende, 17di rioot, 17ew Tork, 171 r	.0001	
		4c. Cell No.
		Ad FowNo
		4d. Fax No. 212-633-0097
		4e. e-mail
		AGVANY@aol.com
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit //- b- Ell-	
None	TO WHICH IT IS AN ANNIALE OF CONSULUENT UNIT (10 be nine	u in when charge is filed by a labor organization)
TVOIC		
6 DECL	ARATION	Tel. No.
	ve charge and that the statements	212-765-2100
are true to the best of my knowledge and belief.		Office, if any, Cell No.
Cale	Eric R. Greene, Counsel	917-650-7894
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 212-765-8954
Spivak Lipton LLP		o mail
Address 1040 6th Avenue, 20th Floor, NY, NY 10	0018 Date Jan 4, 2023	e-mail egreene@spivaklipton.com

#### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information may cause the NLRB to decline to invoke its processes.



### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 22 20 WASHINGTON PL FL 5 NEWARK, NJ 07102-3127





January 6, 2023

American Guild of Variety Artists 363 7th Ave Fl 17 New York, NY 10001-3904

> Re: Medieval Knights, LLC Case 22-CA-309878

Dear Sir or Madam:

The charge that you filed in this case on January 05, 2023 has been docketed as case number 22-CA-309878. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

### Enclosure

1. Important Information About NLRB Investigations for Immigrant Workers (English & Spanish)

cc: Eric Greene, Esq.
Spivak Lipton LLP
1700 Broadway, 21st Floor
New York, NY 10019



## **Important Information About NLRB Investigations for Immigrant Workers**



### The National Labor Relations Act (NLRA) protects most private-sector employees, <u>regardless</u> of their immigration status. The NLRA gives employees the right to:

- Form, join, or assist a union to negotiate concerning wages and other working conditions.
- Discuss wages and other working conditions with coworkers, a union, a worker center, a government agency, the media, or the public.
- Take collective action with coworkers to try to improve wages and other working conditions.
- ➤ Choose not to take part in any of these actions.

### Below is important information for you to know about our confidential investigation process:

- Because immigration status is not relevant as to whether there has been a violation of the NLRA:
  - We will **NOT** ask you about your immigration status.
  - O You **DO NOT** need to share any information with us about your immigration status.
  - You DO NOT need to share information about the status of your current/former coworkers.
- We only enforce the NLRA and have **NO** involvement with the enforcement of immigration laws.
- We will **NOT** share any information about you with the Department of Homeland Security (DHS), including Immigration and Customs Enforcement (ICE), or any other immigration authorities, unless you request that we share your information to assist you with seeking immigration relief, as described in the last bulleted point of this document.
- If you have concerns about appearing at our offices for any reason, please speak with the Board Agent assigned to the case about other methods of participating in the investigation, including taking your affidavit outside of our office or by video.
- Our investigations are confidential, which means that we will **NOT** disclose your affidavit to an employer, unless you testify at a trial, or we seek a federal court injunction.
- If you are not comfortable communicating with us in English, we will make an interpreter available to provide assistance and information in your preferred language.
- If you are aware that an employer or union has engaged in any of the following conduct, please tell the Board Agent about it because it may violate the law:

- Threatening to call DHS or ICE or making other similar threats because you or other employees have engaged in union activity or other collective action to improve working conditions.
- Asking employees to provide new or updated immigration documents/papers or reverifying employees' work authorization without a valid, non-discriminatory reason, which could violate the NLRA or other laws.
- If, at the end of the investigation, we determine there is merit to the charge (the employer or union has violated the law) and we have to litigate the case before an Administrative Law Judge, we will make every effort to prevent the employer or union from asking you about your immigration status.
- If you have filed a charge or are a witness and you or your representative tells us that there is NLRA protected activity at a worksite and immigration relief is necessary to protect employees who are exercising those rights or participating in the NLRB process, the NLRB will consider seeking immigration relief for employees at that worksite including deferred action, parole, U or T visa status, or other relief as available and appropriate. The NLRB cannot provide immigration advice. If you need immigration counsel, a list of providers of free legal services is available here: <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

For more information on the NLRB, please visit our website, www.nlrb.gov.



### Información Importante Acerca de las Investigaciones de la NLRB para los Trabajadores Inmigrantes



La Ley Nacional de Relaciones del Trabajo (NLRA por sus siglas en inglés) protege a la mayoría de los empleados del sector privado, <u>independientemente</u> de su estatus migratorio. La NLRA les da a los empleados el derecho a:

- Formar, afiliarse o ayudar a una unión para negociar sobre los salarios y otras condiciones de trabajo.
- Discutir los salarios y otras condiciones de trabajo con los compañeros de trabajo, una unión, un centro de trabajadores, una agencia gubernamental, los medios de comunicación o el público.
- > Tomar acciones colectivas con los compañeros de trabajo para tratar de mejorar los salarios y otras condiciones de trabajo.
- > Optar por no participar en ninguna de estas acciones.

### A continuación, le presentamos información importante que debe conocer acerca de nuestro proceso de investigación confidencial:

- Porque el estatus migratorio no es pertinente si ha habido una violación de la NLRA:
  - o Nosotros **NO** le preguntaremos sobre su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información con nosotros acerca de su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información sobre el estatus [migratorio] de sus actuales/antiguos compañeros de trabajo.
- Sólo hacemos cumplir la NLRA y **NO** estamos involucrados en el cumplimiento de las leyes de inmigración.
- NO compartimos ninguna información sobre usted con el Departamento de Seguridad Nacional (DHS por sus siglas en inglés), incluyendo el Servicio de Inmigración y Control de Aduanas (ICE por sus siglas en inglés) o cualquier otra autoridad de inmigración, a menos que usted solicite que compartamos su información para ayudarle a buscar alivio migratorio, como se describe en el último punto de este documento.
- Si tiene preocupaciones acerca de presentarse en nuestras oficinas por cualquier razón, por favor hable con el agente de la Junta asignado al caso sobre otras maneras de participar en la investigación, incluyendo tomar su declaración jurada fuera de nuestra oficina o por video.
- Nuestras investigaciones son confidenciales, lo que significa que **NO** divulgaremos su declaración jurada a un empleador, a menos que usted testifique en un juicio, o que busquemos un mandato judicial federal.
- Si no está cómodo/a comunicándose con nosotros en inglés, tendremos un intérprete disponible para proporcionarle asistencia e información en su idioma predilecto.

- Si usted sabe que un empleador o unión ha incurrido en alguna de las siguientes conductas, por favor infórmele al agente de la Junta ya que puede violar la ley:
  - Amenazar con llamar al DHS o al ICE o hacer otras amenazas similares porque usted u otros empleados han participado en actividades sindicales u otras acciones colectivas para mejorar las condiciones de trabajo.
  - Pedir a los empleados que proporcionen documentos/papeles de inmigración nuevos o actualizados o volver a verificar la autorización de trabajo de los empleados sin una razón válida y no discriminatoria, que podría violar la NLRA u otras leyes.
- Si, al final de la investigación, determinamos que el cargo tiene mérito (el empleador o la unión han violado la ley) y tenemos que litigar el caso frente a un Juez de Ley Administrativa, haremos todo lo posible para evitar que el empleador o la unión le pregunten sobre su estatus migratorio.
- Si usted ha presentado un cargo o es un testigo y usted o su representante nos dice que se hay una actividad protegida por la NLRA en un lugar de trabajo y que es necesario un alivio migratorio para proteger a los empleados que están ejerciendo esos derechos o participando en el proceso de la Junta Nacional de Relaciones del Trabajo (NLRB por sus siglas en ingles), la NLRB considerará la posibilidad de buscar un alivio migratorio para los empleados en ese lugar de trabajo, incluyendo la acción diferida, la libertad condicional, visas U o T u otro alivio en la medida en que esté disponible y sea apropiado. La NLRB no puede proporcionar asesoramiento de inmigración. Si necesita asesoramiento de inmigración, una lista de proveedores de servicios legales sin costo se encuentra disponible aquí (en inglés): <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

Para más información acerca de la NLRB, por favor visite nuestra página web, <a href="www.nlrb.gov">www.nlrb.gov</a>.



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov
Telephone: (973)645-2100

NL



January 6, 2023

Fax: (973)645-3852

(b) (6), (b) (7)(C)

**REGION 22** 

20 WASHINGTON PL

NEWARK, NJ 07102-3127

Medieval Knights, LLC 149 Polito Avenue Lyndhurst, NJ 07071

> Re: Medieval Knights, LLC Case 22-CA-309878

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

### **Enclosures:**

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD (3-11)							
QUESTIONNAIRE ON COMMERCE INFORMATION							
Please read c	arefully, answer all applicable items, and r	eturn to the NLRB Office.	If addition	nal space is required, please add	a page and	identify item number.	
CASE NAM	E					NUMBER -309878	
1. EXACT	LEGAL TITLE OF ENTITY (As filed	with State and/or stated	l in legal	documents forming entity)			
2. TYPE	OF ENTITY						
[ ] CORPO	RATION [] LLC [] LLP [	] PARTNERSHIP [	[ ] SOLE	PROPRIETORSHIP [] C	OTHER (Spe	ecify)	
3. IF A COL	RPORATION or LLC						
A. STATE O OR FORM	F INCORPORATION MATION	B. NAME, ADDRES	SS, AND	RELATIONSHIP (e.g. parent, s	ubsidiary) (	OF ALL RELATED E	NTITIES
4. IF AN L	LC OR ANY TYPE OF PARTNERSH	IP, FULL NAME AND	ADDRE	SS OF ALL MEMBERS OR I	PARTNER	S	
5. IF A SO	LE PROPRIETORSHIP, FULL NAM	E AND ADDRESS OF I	PROPRI	ETOR			
6. BRIEFL	Y DESCRIBE THE NATURE OF YO	UR OPERATIONS (Pro	oducts ha	ndled or manufactured, or natur	re of service	s performed).	
7A. PRINC	IPAL LOCATION:	7B. 1	BRANCI	H LOCATIONS:			
8. NUMBE	R OF PEOPLE PRESENTLY EMPLO	OYED					
A. TO	TAL:			LVED IN THIS MATTER:			
					ISCAL YE		)
9. DURING	TAL:	propriate box): [ ] CAL	LENDAR	[]12 MONTHS or []F		AR (FYDATESYES	) NO
9. DURING A. Did you	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50	propriate box): [ ] CAL	LENDAR rs outside	[ ] 12 MONTHS or [ ] F your State? If no, indicate actua	al value.		) NO
9. DURING  A. Did you \$	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50 asswered no to 9A, did you provide services	propriate box): [ ] CAL  0000 directly to customers es valued in excess of \$50	rs outside	[ ] 12 MONTHS or [ ] F your State? If no, indicate actua	al value.		) NO
9. DURING  A. Did you \$	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50 asswered no to 9A, did you provide servicelued in excess of \$50,000 from directly of \$50,000	propriate box): [ ] CAL  0000 directly to customers es valued in excess of \$50	rs outside	[ ] 12 MONTHS or [ ] F your State? If no, indicate actua	al value.		) NO
A. Did you \$ B. If you an goods va provided C. If you an	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50 asswered no to 9A, did you provide service dued in excess of \$50,000 from directly of the service of \$50,000 from directly of th	propriate box): [ ] CAL 000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess	rs outside 50,000 to condicate these of \$50,	your State? If no, indicate actual sustomers in your State who pur the value of any such services you out to public utilities, transit sy	nl value. chased ou stems,		) NO
DURING     A. Did you     \$     B. If you an goods va provided     C. If you an newspap	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50 asswered no to 9A, did you provide service that the excess of \$50,000 from directly of the exces	propriate box): [ ] CAL 000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess	rs outside 50,000 to condicate these of \$50,	your State? If no, indicate actual sustomers in your State who pur the value of any such services you out to public utilities, transit sy	nl value. chased ou stems,		NO NO
9. DURING  A. Did you \$  B. If you an goods va provided  C. If you an newspap If less th	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50 asswered no to 9A, did you provide service that the excess of \$50,000 from directly of the exces	propriate box): [ ] CAL 0000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial buil	rs outside 50,000 to c indicate t ess of \$50, ldings, ed	your State? If no, indicate actual sustomers in your State who pur the value of any such services you could to public utilities, transit sy ucational institutions, or retail countries.	chased ou stems, oncems?		NO NO
A. Did you \$ B. If you an goods va provided C. If you an newspap If less th D. Did you amount.	provide services valued in excess of \$50  swered no to 9A, did you provide service the did not of the excess of \$50,000 from directly of the excess of \$50,000 directly of the excess of	propriate box): [ ] CAL 0000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial buil	rs outside 60,000 to c indicate t ess of \$50, ldings, ed	your State? If no, indicate actual sustomers in your State who pur the value of any such services you could be used in the value of any such services you cational institutions, or retail contents of your State? If less than \$50,000.	al value.  chased ou  stems, oncems?		) NO
A. Did you  \$	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50 asswered no to 9A, did you provide service dued in excess of \$50,000 from directly of a sewered no to 9A and 9B, did you provide ers, health care institutions, broadcasting an \$50,000, indicate amount.  sell goods valued in excess of \$50,000 did \$	propriate box): [ ] CAL  [,000 directly to customers  es valued in excess of \$50  utside your State? If no,  e services valued in excess  stations, commercial buil  rectly to customers locate  ed in excess of \$50,000 de	rs outside 60,000 to condicate the ess of \$50, Ildings, ed ed outside	your State? If no, indicate actual sustomers in your State who purshe value of any such services you cational institutions, or retail control of your State? If less than \$50,000 customers located inside your State?	al value.  chased ou  stems, oncems?  O, indicate		NO NO
A. Did you  \$	provide services valued in excess of \$50  swered no to 9A, did you provide service the did not of the excess of \$50,000 from directly of the excess of \$50,000 directly of the excess of	propriate box): [ ] CAL  [,000 directly to customers  es valued in excess of \$50  utside your State? If no,  e services valued in excess  stations, commercial buil  rectly to customers locate  ed in excess of \$50,000 de	rs outside 60,000 to condicate the ess of \$50, Ildings, ed ed outside	your State? If no, indicate actual sustomers in your State who purshe value of any such services you cational institutions, or retail control of your State? If less than \$50,000 customers located inside your State?	al value.  chased ou  stems, oncems?  O, indicate		) NO
A. Did you \$  B. If you an goods va provided  C. If you an newspap If less th  D. Did you amount.  E. If you an purchase  \$  F. Did you	TAL:  G THE MOST RECENT (Check the approvide services valued in excess of \$50 asswered no to 9A, did you provide services the did not of \$50,000 from directly of the service of \$50,000 from directly of the	propriate box): [ ] CAL  000 directly to customers es valued in excess of \$50  utside your State? If no, e services valued in excess stations, commercial buil rectly to customers locate ed in excess of \$50,000 d of from directly outside you	rs outside 60,000 to condicate the ess of \$50, Ildings, ed ed outside directly to our State?	your State? If no, indicate actual customers in your State who purshe value of any such services you cational institutions, or retail customers located inside your States than \$50,000 customers located inside your States than \$50,000, indicate at the state of the s	al value.  chased ou  stems, oncems?  ), indicate  State who amount.		) NO
A. Did you \$  B. If you an goods va provided C. If you an newspap If less th D. Did you amount. E. If you an purchase \$  F. Did you indicate and the second	provide services valued in excess of \$50 asswered no to 9A, did you provide serviculued in excess of \$50,000 from directly of the same of \$50,000 from directly	propriate box): [ ] CAL  [,000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial buil rectly to customers locate ed in excess of \$50,000 d from directly outside your excess of \$50,000 from directly	rs outside 60,000 to condicate the ess of \$50, Ildings, ed ed outside directly to our State?	your State? If no, indicate actual customers in your State who purshe value of any such services you cational institutions, or retail customers located inside your State? If less than \$50,000 customers located inside your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State?	al value.  chased ou  stems, oncems?  O, indicate  State who amount.		NO NO
A. Did you \$  B. If you an goods va provided  C. If you an newspap If less th  D. Did you amount.  E. If you an purchase  \$  F. Did you indicate and the provided of the prov	provide services valued in excess of \$50 asswered no to 9A, did you provide serviculued in excess of \$50,000 from directly of \$1. \$2. \$3. \$3. \$4. \$4. \$4. \$4. \$4. \$4. \$4. \$4. \$4. \$4	propriate box): [ ] CAL  1,000 directly to customers  1,000 directly to customers  1,000 directly to customers  1,000 directly to customers  1,000 directly in excess of \$50,000 directly to customers locate  1,000 directly to customers  1,000 d	rs outside 60,000 to condicate the control of the c	your State? If no, indicate actual customers in your State who purshe value of any such services you cational institutions, or retail customers located inside your State? If less than \$50,000 customers located inside your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State?	al value.  chased ou  stems, oncems?  O, indicate  State who amount.		NO NO
A. Did you \$	provide services valued in excess of \$50 asswered no to 9A, did you provide serviculued in excess of \$50,000 from directly of \$1. \$2. \$3. \$4. \$4. \$4. \$4. \$4. \$4. \$4. \$4. \$4. \$4	propriate box): [ ] CAL  [,000 directly to customers es valued in excess of \$50 utside your State? If no, e services valued in excess stations, commercial buil electly to customers locate ed in excess of \$50,000 do from directly outside you excess of \$50,000 from directly outside you excess of \$50,000 from entindicate amount. \$ entirely of services (Check the larger)	rs outside 50,000 to condicate the conference of \$50, and and a conference of \$50, and and a conference of \$50, and and a conference of \$50, and a	your State? If no, indicate actual customers in your State who purshe value of any such services you cational institutions, or retail customers located inside your State? If less than \$50,000 customers located inside your State? If less than \$50,000, indicate a side your State? If less than \$50,000 who received the goods directly unit)	al value.  chased ou  stems, oncems?  O, indicate  State who amount.		NO NO
P. DURING  A. Did you so you amount.  E. If you amount.  E. If you amount.  E. If you amount.  F. Did you indicate:  G. Did you points of H. Gross [] \$10.  I. Did you	provide services valued in excess of \$50  swered no to 9A, did you provide service dued in excess of \$50,000 from directly of the swered no to 9A and 9B, did you provide ers, health care institutions, broadcasting an \$50,000, indicate amount. \$	propriate box): [ ] CAL  [,000 directly to customers  es valued in excess of \$50  utside your State? If no,  e services valued in excess  stations, commercial buil  rectly to customers locate  ed in excess of \$50,000 do  from directly outside you  excess of \$50,000 from directly outside you  excess of \$50,000 from entindicate amount. \$  from the services (Check the largeting of \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on the services of \$50,000 from the servic	rs outside  50,000 to coindicate to ess of \$50, ldings, ed ed outside directly to our State?  rectly outside eterprises to enterprises to enterprise to e	your State? If no, indicate actual sustomers in your State who purshe value of any such services you cational institutions, or retail control your State? If less than \$50,000 customers located inside your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate amount.	al value.  chased ou  stems, oncerns?  0, indicate  State who amount.  0,000, from	YES	
P. DURING  A. Did you so you amount.  E. If you amount.  E. If you amount.  E. If you amount.  F. Did you indicate:  G. Did you points of H. Gross [] \$10.  I. Did you	provide services valued in excess of \$50 asswered no to 9A, did you provide serviculued in excess of \$50,000 from directly of the same of \$50,000 from directly of \$5	propriate box): [ ] CAL  [,000 directly to customers  es valued in excess of \$50  utside your State? If no,  e services valued in excess  stations, commercial buil  rectly to customers locate  ed in excess of \$50,000 do  from directly outside you  excess of \$50,000 from directly outside you  excess of \$50,000 from entindicate amount. \$  from the services (Check the largeting of \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on this? If yes, specify desired in the services of \$50,000 from entindicate amount. \$  [ ] \$1,000,000 or more on the services of \$50,000 from the servic	rs outside  50,000 to coindicate to ess of \$50, ldings, ed ed outside directly to our State?  rectly outside eterprises to enterprises to enterprise to e	your State? If no, indicate actual sustomers in your State who purshe value of any such services you cational institutions, or retail control your State? If less than \$50,000 customers located inside your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate amount.	al value.  chased ou  stems, oncerns?  0, indicate  State who amount.  0,000, from	YES	
9. DURING  A. Did you s  B. If you an goods va provided  C. If you an newspap If less th  D. Did you amount.  E. If you an purchase s  F. Did you indicate s  G. Did you points of H. Gross I [ ] \$10  I. Did you  10. ARE YO	provide services valued in excess of \$50 asswered no to 9A, did you provide serviculued in excess of \$50,000 from directly of the same of \$50,000 from directly of \$500,000 from directly of \$500,	propriate box): [ ] CAL  1,000 directly to customers  1,000 directly to customers  1,000 directly to customers  1,000 directly to customers  2,000 directly to customers  2,000 directly in excess of \$50,000 directly to customers locate  2,000 directly to customers  3,000 directly to customers  4,000 directly to customers  2,000 directly to customers  3,000 directly to customers  4,000 directly to customers  5,000 directly to customers  5,000 directly to customers  6,000 directly to cus	rs outside  60,000 to condicate the sess of \$50, and	your State? If no, indicate actual the value of any such services you cational institutions, or retail control to your State? If less than \$50,000 customers located inside your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate and the your State? If less than \$50,000, indicate amount.	al value.  chased ou  stems, oncems?  O, indicate  State who amount.  O,000,  from	YES	
9. DURING  A. Did you s  B. If you an goods va provided  C. If you an newspap If less th  D. Did you amount.  E. If you an purchase s  F. Did you indicate s  G. Did you points of H. Gross I [ ] \$10  I. Did you  10. ARE YO	provide services valued in excess of \$50 asswered no to 9A, did you provide serviculued in excess of \$50,000 from directly of \$1.5 asswered no to 9A and 9B, did you provide ers, health care institutions, broadcasting an \$50,000, indicate amount. \$2 asswered no to 9D, did you sell goods valued of other goods valued in excess of \$50,000 did to ther goods valued in excess of \$50,000 purchase and receive goods valued in examount. \$2 purchase and receive goods valued in examount. \$3 amount. \$4 purchase and receive goods valued in examount. \$4 purchase and receive goods valued in examount. \$5 purchase and receive goods valued in examount. \$6 pu	propriate box): [ ] CAL  1,000 directly to customers  1,000 directly to customers  1,000 directly to customers  1,000 directly to customers  2,000 directly to customers  2,000 directly in excess of \$50,000 directly to customers locate  2,000 directly to customers  3,000 directly to customers  4,000 directly to customers  2,000 directly to customers  3,000 directly to customers  4,000 directly to customers  5,000 directly to customers  5,000 directly to customers  6,000 directly to cus	rs outside  60,000 to condicate the sess of \$50, and	your State? If no, indicate actual the value of any such services you cational institutions, or retail control to your State? If less than \$50,000 customers located inside your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate a side your State? If less than \$50,000, indicate and the your State? If less than \$50,000, indicate amount.	al value.  chased ou  stems, oncems?  O, indicate  State who amount.  O,000,  from	YES	

#### SIGNATURE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

DATE NAME AND TITLE (Type or Print) E-MAIL ADDRESS

### PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

### UNITED STATES OF AMERICA

### BEFORE THE NATIONAL LABOR RELATIONS BOARD

MEDIEVAL KNIGHTS, LLC	
Charged Party	
and	Case 22-CA-309878
AMERICAN GUILD OF VARIETY ARTISTS	
Charging Party	
AFFIDAVIT OF SERVICE OF CHARGE AGAI	NST EMPLOYER
I, the undersigned employee of the National Labor R. January 6, 2023, I served the above-entitled documer following persons, addressed to them at the following	nt(s) by post-paid regular mail upon the
(b) (6), (b) (7)(C) Medieval Knights, LLC 149 Polito Avenue Lyndhurst, NJ 07071	
January 6, 2023	Nancy O'Mullan, Designated Agent of NLRB
Date	Name
	/s/ Nancy O'Mullan
<u>-</u>	Signature

	-	
and Individual	CASE 22-CA-309878  Medieval Knights, LLC	
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570	
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF	
IN THE ABOVE-CAPTIONED MATTER.		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN	
(REPRESENTATIVE INFOR	MATION)	
(b) (6),		
NAME: 1500 Market Street,East Tower, Suite 1800		
MAILING ADDRESS: Philadelphia PA		
E-MAIL ADDRESS: (b) (6), (b) stevenslee.com	_	
OFFICE TELEPHONE NUMBER: (b) (6), (b)		
CELL PHONE NUMBER:	FAX:	
(b) (6), (b) (7)(C) SIGNATURE:		
nk) $DATE$ : Tuesday, January 17, 2023 2:38 PM Eastern Standard	Time	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 22-CA-309878  Medieval Knights, LLC		
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATION Medieval Knights, LLC  IN THE ABOVE-CAPTIONED MATTER.	IVE OF		
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WE DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENT CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS VILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFORM	MATION)		
Daniel J. Sobol  NAME:  A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS:  Philadelphia PA	rket Street, East Tower, Suite 1800		
E-MAIL ADDRESS: daniel.sobol@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2157511945			
2157793793 CELL PHONE NUMBER:	6103717755 <i>FAX</i> :		
SIGNATURE:  (Please sign in ink.) DATE: Tuesday, January 17, 2023 2:40 PM Eastern Standard	Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 22-CA-309878  Medieval Knights, LLC		
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570		
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF		
IN THE ABOVE-CAPTIONED MATTER.			
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY			
IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN		
(REPRESENTATIVE INFOR	MATION)		
Michael J Greenfield  NAME:			
1500 Market Street,East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA			
E-MAIL ADDRESS: michael.greenfield@stevenslee.com			
OFFICE TELEPHONE NUMBER: 2154963823			
CELL PHONE NUMBER:	FAX:		
SIGNATURE:  (Please sign in ink.) DATE: Tuesday, January 17, 2023 2:41 PM Eastern Standard			
DATE: Tuesday, January 17, 2023 2:41 PM Eastern Standard	Time		

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

CASE 22-CA-309878  Medieval Knights, LLC			
GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570			
TIVE OF			
THAT THE PARTY MAY RECEIVE COPIES OF ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN ITS AS DESCRIBED IN SEC. 11842.3 OF THE			
MATION)			
E-MAIL ADDRESS: eric.knox@stevenslee.com  OFFICE TELEPHONE NUMBER: 2154963821			
_FAX:			
Time			

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD REGION 22

REGION 22 20 WASHINGTON PL FL 5 NEWARK, NJ 07102-3127

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852

February 14, 2023

(b) (6), (b) (7)(C)

MÉDIEVAL TIMÉS U.S.A. INC. 149 POLITO AVENUE LYNDHURST, NJ 07071

Re: Medieval Knights, LLC

Case 22-CA-309878

Dear (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Suzanne Sullivan Regional Director

cc: ERIC GREENE, ESQ.
SPIVAK LIPTON LLP
1700 BROADWAY, 21ST FLOOR
NEW YORK, NY 10019

AMERICAN GUILD OF VARIETY ARTISTS 363 7TH AVE FLOOR 17 NEW YORK, NY 10001-3904 FORM NLRB-501 (3-21)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case 22-CA-312517	Date Filed FEB 17, 2023		

### INSTRUCTIONS:

File an original with NLRB Regional Director for the region in	which the alleged unfair labor practice occurred or is occ	urring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
Medieval Knights, LLC		b. Tel. No. 201-933-2200
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	g. e-mail
149 Polito Avenue Lyndhurst, NY 07071	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) medievaltimes.com
		h. Number of workers employed 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Performance Venue	j. Identify principal product or service Entertainment	
The above-named employer has engaged in and is engaged	ging in unfair labor practices within the meaning of sec	tion 8(a), subsections (1) and
(list subsections) (3)	of the National Labo	or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	aning of the Act, or these unfair labor practices are pra	actices affecting commerce within the
(b) (6). (b) (7)(c), by terminating and taking of protected concerted activity, and by violating by constructively discharging and taking concerted activity; and (3) Threatening discipling the venue's parking lot.	Weingarten rights; (2) Discrim disciplinary actions against	inating against (b) (6), (b) (7)(C), on for engaging in protected
3. Full name of party filing charge (if labor organization, gasterican Guild of Variety Artists	ive full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code	e)	4b. Tel. No.
363 Seventh Ave.	212-675-1003	
New York, NY 10001		4c. Cell No.
		4d. Fax No.
		212-663-0097
		4e. e-mail
		AGVANY@aol.com
5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be filled	I in when charge is filed by a labor organization)
None		
6. DECL	ARATION	Tel. No.
I declare that I have read the above charge and that the statements		212-765-2100
are true to the best of my knowledge and belief.  /s/ Eric R. Greene Eric R. Greene, Counsel		Office, if any, Cell No. 917-650-7894
(signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. 212-765-8954
1040 Avenue of the Americas, 20th Fl., N Address $\underline{10018}$	New York, NY Date	e-mail egreene@spivaklipton.com

#### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information may cause the NLRB to decline to invoke its processes.

# Please Review the Following Important Information Before Filling Out a Charge Form!

- Please call an Information Officer in the Regional Office nearest you for assistance in filing a charge. The Information Officer will be happy to answer your questions about the charge form or to draft the charge on your behalf.
   Seeking assistance from an Information Officer may help you to avoid having the processing of your charge delayed or your charge dismissed because of mistakes made in completing the form.
- Please be advised that not every workplace action that you may view as unfair constitutes an unfair labor practice within the jurisdiction of the National Labor Relations Act (NLRA). Please click on the Help Desk button for more information on matters covered by the NLRA.
- The section of the charge form called, "Basis of Charge," seeks only a brief description of the alleged unfair labor practice. You should **NOT** include a detailed recounting of the evidence in support of the charge or a list of the names and telephone numbers of witnesses.
- After completing the charge form, be sure to sign and date the charge and mail or deliver the completed form to the appropriate Regional Office.
- A charge should be filed with the Regional Office which has jurisdiction over the geographic area of the United States where the unfair labor practice occurred. For example, an unfair labor practice charge alleging that an employer unlawfully discharged an employee would usually be filed with the Regional Office having jurisdiction over the worksite where the employee was employed prior to his/her discharge. An Information Officer will be pleased to assist you in locating the appropriate Regional Office in which to file your charge.
- The NLRB's Rules and Regulations state that it is the responsibility of the individual, employer or union filing a charge to timely and properly serve a copy of the charge on the person, employer or union against whom such charge is made.
- By statute, only charges filed and served within **six (6) months** of the date of the event or conduct, which is the subject of that charge, will be processed by the NLRB.

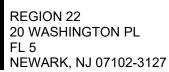


### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov
Telephone: (973)645-2100

NLRB

Mobile App



February 21, 2023

Fax: (973)645-3852

(b) (6), (b) (7)(C)

Medieval Knights 149 Polito Avenue Lyndhurst, NJ 07071

> Re: Medieval Knights, LLC Case 22-CA-312517

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM NLRB-5081 (3-11)	NATIONAL LABOR RELA	TIONS BOARD		
	ONNAIRE ON COMME	RCE INFORMATION		
Please read carefully, answer all applicable items, and ret	urn to the NLRB Office. If additio	nal space is required, please add a page	and identify item number.	
CASE NAME			CASE NUMBER	
		2	2-CA-312517	
1. EXACT LEGAL TITLE OF ENTITY (As filed w	ith State and/or stated in legal	documents forming entity)		
2. TYPE OF ENTITY				
[] CORPORATION [] LLC [] LLP []	PARTNERSHIP [ ] SOLE	PROPRIETORSHIP [ ] OTHER	(Specify)	
3. IF A CORPORATION or LLC				
A. STATE OF INCORPORATION	B. NAME, ADDRESS, AND	RELATIONSHIP (e.g. parent, subsidi	ary) OF ALL RELATED E	NTITIES
OR FORMATION				
4. IF AN LLC OR ANY TYPE OF PARTNERSHIP	 P, FULL NAME AND ADDRE	SS OF ALL MEMBERS OR PART	NERS	
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRI	ETOR		
6. BRIEFLY DESCRIBE THE NATURE OF YOU	R OPERATIONS (Products ha	ndled or manufactured, or nature of se	rvices performed).	
7A. PRINCIPAL LOCATION:	7B. BRANCE	H LOCATIONS:		
8. NUMBER OF PEOPLE PRESENTLY EMPLOY				
A. TOTAL:		DLVED IN THIS MATTER:		
A. TOTAL:  9. DURING THE MOST RECENT (Check the appr				)   NO
9. DURING THE MOST RECENT (Check the appr	copriate box): [ ] CALENDAR	[] 12 MONTHS or [] FISCAL	YES	) NO
	copriate box): [ ] CALENDAR	[] 12 MONTHS or [] FISCAL	YES	) NO
DURING THE MOST RECENT (Check the approach     Did you provide services valued in excess of \$50,0       B. If you answered no to 9A, did you provide services	propriate box): [ ] CALENDAR  Output	your State? If no, indicate actual valueustomers in your State who purchased	YES	) NO
9. DURING THE MOST RECENT (Check the approach  A. Did you provide services valued in excess of \$50,0  \$	propriate box): [ ] CALENDAR  Output	your State? If no, indicate actual valueustomers in your State who purchased	YES	NO NO
DURING THE MOST RECENT (Check the approach     Did you provide services valued in excess of \$50,0     \$      B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly out provided. \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you	YES	NO NO
9. DURING THE MOST RECENT (Check the approach  A. Did you provide services valued in excess of \$50,0  \$	propriate box): [ ] CALENDAR  100 directly to customers outside  100 svalued in excess of \$50,000 to a  100 to a  10	your State? If no, indicate actual value customers in your State who purchased the value of any such services you	YES	NO NO
DURING THE MOST RECENT (Check the approach of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 000 to public utilities, transit systems, ducational institutions, or retail concern	YES	NO NO
Did you provide services valued in excess of \$50,0     \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 000 to public utilities, transit systems, ducational institutions, or retail concern	YES	NO NO
During the Most recent (Check the approach of \$50,0 \$	propriate box): [ ] CALENDAR  100 directly to customers outside  100 svalued in excess of \$50,000 to a side your State? If no, indicate the services valued in excess of \$50,000 to actions, commercial buildings, eductly to customers located outside	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, accational institutions, or retail concern be your State? If less than \$50,000, indicates the property of the pr	YES e. s?	NO NO
Did you provide services valued in excess of \$50,0     \$	propriate box): [ ] CALENDAR  100 directly to customers outside  100 services valued in excess of \$50,000 to a side your State? If no, indicate the services valued in excess of \$50,000 actions, commercial buildings, educations, commercial buildings, educations of \$50,000 directly to customers located outside the excess of \$50,000 directly to	your State? If no, indicate actual value customers in your State who purchased the value of any such services you do not public utilities, transit systems, ducational institutions, or retail concerns a your State? If less than \$50,000, indicate customers located inside your State we	s?	NO NO
D. DURING THE MOST RECENT (Check the approach of \$50,0 \$	propriate box): [ ] CALENDAR  100 directly to customers outside  100 services valued in excess of \$50,000 to a  100 services valued in excess of \$50,000 to a  100 services valued in excess of \$50,000 attoms, commercial buildings, educations, commercial buildings, educated to customers located outside  100 directly outside your State?	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ucational institutions, or retail concern be your State? If less than \$50,000, indicate amount of the state	s?	NO NO
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR  100 directly to customers outside  100 services valued in excess of \$50,000 to a  100 services valued in excess of \$50,000 to a  100 services valued in excess of \$50,000 attoms, commercial buildings, educations, commercial buildings, educated to customers located outside  100 directly outside your State?	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ucational institutions, or retail concern be your State? If less than \$50,000, indicate amount of the state	s?	NO NO
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR  100 directly to customers outside  100 services valued in excess of \$50,000 to a  100 services valued in excess of \$50,000 to a  100 services valued in excess of \$50,000 attions, commercial buildings, eductly to customers located outside  100 directly to customers located outside  101 directly outside your State?	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, sucational institutions, or retail concern to your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, indicate amountside your State?	s?	NO NO
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, sucational institutions, or retail concern to your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, indicate amountside your State?	s?	NO NO
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR  100 directly to customers outside  100 services valued in excess of \$50,000 to a  100 testide your State? If no, indicate a  100 services valued in excess of \$50,000 to a  100 testide your State? If no, indicate a  100 testide your State? If no access of \$50  100 testide your State? If no access of \$50,000 directly to access of \$50,000 directly to access of \$50,000 from directly outside your State?  100 testide y	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 2,000 to public utilities, transit systems, fucational institutions, or retail concerns a your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from 2,000, 1,	s?	NO NO
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 2,000 to public utilities, transit systems, fucational institutions, or retail concerns a your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from 2,000, 1,	s?	NO NO
D. Did you provide services valued in excess of \$50,00 \$	propriate box): [ ] CALENDAR  100 directly to customers outside  100 services of \$50,000 to outside your State? If no, indicate to services valued in excess of \$50,000 directly to customers located outside your State?  101 directly outside your State?  102 description of the property outside your State?  103 description of the property outside your State?  104 description of the property outside your State?  105 description of the property outside your State?  106 description of the property outside your State?  107 description of the property outside your State?  108 description of the property outside your State?  109 description of the property outside your State?  100 directly to customers located outside your State?  100 directly to customers outside your State?  101 directly outside your State?  102 description of the property outside your State?  103 description of the property outside your State?  104 description of the property outside your State?  105 description of the property outside your State?  106 description of the property outside your State?  107 description of the property outside your State?  108 description of the property outside your State?  109 description of the property outside your State?  109 description of the property outside your State?  100 description of the property outside your State?	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ucational institutions, or retail concerns your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from 1,000,000, indicate amount than \$100,000, indicate amount.	s?	
D. Did you provide services valued in excess of \$50,00 \$	copriate box): [ ] CALENDAR  COO directly to customers outside  Solvation valued in excess of \$50,000 to a  Solvation valued in excess of \$50  Cations, commercial buildings, eductly to customers located outside  Coordinate of \$50,000 directly to  Coordinate of \$50,000 directly to  Coordinate of \$50,000 from directly outside  Coordinate of \$50,000 from enterprises  Coordinate of \$50,000 from of \$50,000 from enterprises  Coordinate of \$50,000 from enterprises  Coordinate of \$50,000 from of \$	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 1,000 to public utilities, transit systems, ucational institutions, or retail concerns your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from 1,000,000, indicate amount than \$100,000, indicate amount.	s?	
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you do not public utilities, transit systems, fucational institutions, or retail concerns your State? If less than \$50,000, indicate amount of the value of any such services you who received the goods directly from than \$100,000, indicate amount.	s?	
9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value customers in your State who purchased the value of any such services you do not public utilities, transit systems, fucational institutions, or retail concerns your State? If less than \$50,000, indicate amount of the value of any such services you who received the goods directly from than \$100,000, indicate amount.	s?	

### PRIVACY ACT STATEMENT

SIGNATURE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

E-MAIL ADDRESS

DATE

## UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

MEDIEVAL KNIGHTS, LLC	
Charged Party	
and	Case 22-CA-312517
AMERICAN GUILD OF VARIETY ARTISTS	
Charging Party	
I, the undersigned employee of the National Labor R February 21, 2023, I served the above-entitled documents following persons, addressed to them at the following	elations Board, state under oath that on nent(s) by post-paid regular mail upon the
(b) (6), (b) (7)(C) Medieval Knights 149 Polito Avenue Lyndhurst, NJ 07071	
February 21, 2023	Enter NAME, Designated Agent of NLRB
Date	Name
	Signature



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

b.gov Download

REGION 22 20 WASHINGTON PL FL 5 NEWARK, NJ 07102-3127

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852

NLRB Mobile App

February 21, 2023

American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

> Re: Medieval Knights, LLC Case 22-CA-312517

Dear Sir or Madam:

The charge that you filed in this case on February 17, 2023 has been docketed as case number 22-CA-312517. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

#### Enclosure

1. Important Information About NLRB Investigations for Immigrant Workers (English & Spanish)

cc: ERIC R. GREENE, ESQ.
Spivak Lipton LLP
1040 Avenue of the Americas, 20th Floor
New York, NY 10018



## **Important Information About NLRB Investigations for Immigrant Workers**



## The National Labor Relations Act (NLRA) protects most private-sector employees, <u>regardless</u> of their immigration status. The NLRA gives employees the right to:

- Form, join, or assist a union to negotiate concerning wages and other working conditions.
- ➤ Discuss wages and other working conditions with coworkers, a union, a worker center, a government agency, the media, or the public.
- Take collective action with coworkers to try to improve wages and other working conditions.
- ➤ Choose not to take part in any of these actions.

## Below is important information for you to know about our confidential investigation process:

- Because immigration status is not relevant as to whether there has been a violation of the NLRA:
  - We will **NOT** ask you about your immigration status.
  - O You **DO NOT** need to share any information with us about your immigration status.
  - You DO NOT need to share information about the status of your current/former coworkers.
- We only enforce the NLRA and have **NO** involvement with the enforcement of immigration laws.
- We will **NOT** share any information about you with the Department of Homeland Security (DHS), including Immigration and Customs Enforcement (ICE), or any other immigration authorities, unless you request that we share your information to assist you with seeking immigration relief, as described in the last bulleted point of this document.
- If you have concerns about appearing at our offices for any reason, please speak with the Board Agent assigned to the case about other methods of participating in the investigation, including taking your affidavit outside of our office or by video.
- Our investigations are confidential, which means that we will **NOT** disclose your affidavit to an employer, unless you testify at a trial, or we seek a federal court injunction.
- If you are not comfortable communicating with us in English, we will make an interpreter available to provide assistance and information in your preferred language.
- If you are aware that an employer or union has engaged in any of the following conduct, please tell the Board Agent about it because it may violate the law:

- Threatening to call DHS or ICE or making other similar threats because you or other employees have engaged in union activity or other collective action to improve working conditions.
- Asking employees to provide new or updated immigration documents/papers or reverifying employees' work authorization without a valid, non-discriminatory reason, which could violate the NLRA or other laws.
- If, at the end of the investigation, we determine there is merit to the charge (the employer or union has violated the law) and we have to litigate the case before an Administrative Law Judge, we will make every effort to prevent the employer or union from asking you about your immigration status.
- If you have filed a charge or are a witness and you or your representative tells us that there is NLRA protected activity at a worksite and immigration relief is necessary to protect employees who are exercising those rights or participating in the NLRB process, the NLRB will consider seeking immigration relief for employees at that worksite including deferred action, parole, U or T visa status, or other relief as available and appropriate. The NLRB cannot provide immigration advice. If you need immigration counsel, a list of providers of free legal services is available here: <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

For more information on the NLRB, please visit our website, www.nlrb.gov.



### Información Importante Acerca de las Investigaciones de la NLRB para los Trabajadores Inmigrantes



La Ley Nacional de Relaciones del Trabajo (NLRA por sus siglas en inglés) protege a la mayoría de los empleados del sector privado, <u>independientemente</u> de su estatus migratorio. La NLRA les da a los empleados el derecho a:

- Formar, afiliarse o ayudar a una unión para negociar sobre los salarios y otras condiciones de trabajo.
- Discutir los salarios y otras condiciones de trabajo con los compañeros de trabajo, una unión, un centro de trabajadores, una agencia gubernamental, los medios de comunicación o el público.
- > Tomar acciones colectivas con los compañeros de trabajo para tratar de mejorar los salarios y otras condiciones de trabajo.
- > Optar por no participar en ninguna de estas acciones.

## A continuación, le presentamos información importante que debe conocer acerca de nuestro proceso de investigación confidencial:

- Porque el estatus migratorio no es pertinente si ha habido una violación de la NLRA:
  - o Nosotros **NO** le preguntaremos sobre su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información con nosotros acerca de su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información sobre el estatus [migratorio] de sus actuales/antiguos compañeros de trabajo.
- Sólo hacemos cumplir la NLRA y **NO** estamos involucrados en el cumplimiento de las leyes de inmigración.
- NO compartimos ninguna información sobre usted con el Departamento de Seguridad Nacional (DHS por sus siglas en inglés), incluyendo el Servicio de Inmigración y Control de Aduanas (ICE por sus siglas en inglés) o cualquier otra autoridad de inmigración, a menos que usted solicite que compartamos su información para ayudarle a buscar alivio migratorio, como se describe en el último punto de este documento.
- Si tiene preocupaciones acerca de presentarse en nuestras oficinas por cualquier razón, por favor hable con el agente de la Junta asignado al caso sobre otras maneras de participar en la investigación, incluyendo tomar su declaración jurada fuera de nuestra oficina o por video.
- Nuestras investigaciones son confidenciales, lo que significa que **NO** divulgaremos su declaración jurada a un empleador, a menos que usted testifique en un juicio, o que busquemos un mandato judicial federal.
- Si no está cómodo/a comunicándose con nosotros en inglés, tendremos un intérprete disponible para proporcionarle asistencia e información en su idioma predilecto.

- Si usted sabe que un empleador o unión ha incurrido en alguna de las siguientes conductas, por favor infórmele al agente de la Junta ya que puede violar la ley:
  - Amenazar con llamar al DHS o al ICE o hacer otras amenazas similares porque usted u otros empleados han participado en actividades sindicales u otras acciones colectivas para mejorar las condiciones de trabajo.
  - Pedir a los empleados que proporcionen documentos/papeles de inmigración nuevos o actualizados o volver a verificar la autorización de trabajo de los empleados sin una razón válida y no discriminatoria, que podría violar la NLRA u otras leyes.
- Si, al final de la investigación, determinamos que el cargo tiene mérito (el empleador o la unión han violado la ley) y tenemos que litigar el caso frente a un Juez de Ley Administrativa, haremos todo lo posible para evitar que el empleador o la unión le pregunten sobre su estatus migratorio.
- Si usted ha presentado un cargo o es un testigo y usted o su representante nos dice que se hay una actividad protegida por la NLRA en un lugar de trabajo y que es necesario un alivio migratorio para proteger a los empleados que están ejerciendo esos derechos o participando en el proceso de la Junta Nacional de Relaciones del Trabajo (NLRB por sus siglas en ingles), la NLRB considerará la posibilidad de buscar un alivio migratorio para los empleados en ese lugar de trabajo, incluyendo la acción diferida, la libertad condicional, visas U o T u otro alivio en la medida en que esté disponible y sea apropiado. La NLRB no puede proporcionar asesoramiento de inmigración. Si necesita asesoramiento de inmigración, una lista de proveedores de servicios legales sin costo se encuentra disponible aquí (en inglés): <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

Para más información acerca de la NLRB, por favor visite nuestra página web, <a href="www.nlrb.gov">www.nlrb.gov</a>.

and Individual	CASE 22-CA-312517  Medieval Knights, LLC
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY OF THE PARTY	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	TS AS DESCRIBED IN SEC. 11842.3 OF THE
(REPRESENTATIVE INFORT	MATION)
Daniel J. Sobol  NAME:  A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS:  Philadelphia PA	irket Street, East Tower, Suite 1800
E-MAIL ADDRESS: daniel.sobol@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2157511945	
2157793793 CELL PHONE NUMBER:	6103717755 FAX:
DJS	
SIGNATURE:  (Please sign in ink.) DATE: Friday, February 24, 2023 2:12 PM Eastern Standard T	ime
DATE: 1 liday, 1 ebidary 24, 2023 2.12 FW Lastern Standard 1	iiiie

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Individual	CASE 22-CA-312517  Medieval Knights, LLC
REGIONAL DIRECTOR EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL  NATIONAL LABOR RELATIONS BOARD  Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Michael J Greenfield  NAME:  1500 Market Street,East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA	
E-MAIL ADDRESS: michael.greenfield@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2154963823	
CELL PHONE NUMBER:	FAX:
MGB	
signature: (Please sign in ink.) DATE: Friday, February 24, 2023 2:55 PM Eastern Standard T	ime.
DATE: FINDAY, FEDILIARY 24, 2023 2:55 PW Eastern Standard 1	ine

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

CASE 22-CA-312517  Medieval Knights, LLC
GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
TIVE OF
THAT THE PARTY MAY RECEIVE COPIES OF ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN ITS AS DESCRIBED IN SEC. 11842.3 OF THE
MATION)
6109880865 FAX:
lime lime

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

FORM NLRB-501 (3-21)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS	SPACE
Case 22-CA-313891	Date Filed March 10, 2023

#### **INSTRUCTIONS:**

rile an original with NERB Regional Director for the region in	which the alleged unital labor practice occurred or is	occurring.
1. EMPL	OYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Medieval Knights, LLC		b. Tel. No. 201-933-2220
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 49 Polito Avenue Lyndhurst, New Jersey 07071	(b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) <sub>medievaltimes.com</sub>
		h. Number of workers employed 38
i. Type of Establishment (factory, mine, wholesaler, etc.) Performance Venue	j. Identify principal product or service Entertainment	·
The above-named employer has engaged in and is engage	ging in unfair labor practices within the meaning of	section 8(a), subsections (1) and
(list subsections) (3) and (5)	of the National L	abor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea		· · · · · · · · · · · · · · · · · · ·
meaning of the Act and the Postal Reorganization Act.	arming or the 7 tot, or those arman labor practices are	produces directing commerce within the
2. Basis of the Charge (set forth a clear and concise state Within the past six months, the Employer has discrefering bargaining unit members lower wages con unrepresented Medieval Times (also referred to he	riminated against bargaining unit employees inpared to those that it provided to workers perein as Medieval Knights) venues.	and engaged in bad-faith bargaining by
3. Full name of party filing charge (if labor organization, gas American Guild of Variety Artists		
4a. Address (Street and number, city, state, and ZIP code 363 Seventh Avenue, 17th Floor New York, NY 10001	·)	4b. Tel. No. 212-675-1003
New Tork, NT 10001		4c. Cell No.
		4d. Fax No. 212-663-0097
		4e. e-mail AGVANY@aol.com
5. Full name of national or international labor organization None	of which it is an affiliate or constituent unit <i>(to be fi</i>	lled in when charge is filed by a labor organization)
6 DECL	ARATION	Tel. No.
I declare that I have read the abo	ve charge and that the statements by knowledge and belief.	212-765-2100
/s/ Eric R. Greene	Eric R. Greene, Counsel	Office, if any, Cell No. 917-650-7894
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No. 212-765-8954
1040 Avenue of the Americas, 20th Floor Address 10018	New York, NY Date 03/10/2023	e-mail egreene@spivaklipton.com

#### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

# Please Review the Following Important Information Before Filling Out a Charge Form!

- Please call an Information Officer in the Regional Office nearest you for assistance in filing a charge. The Information Officer will be happy to answer your questions about the charge form or to draft the charge on your behalf.
   Seeking assistance from an Information Officer may help you to avoid having the processing of your charge delayed or your charge dismissed because of mistakes made in completing the form.
- Please be advised that not every workplace action that you may view as unfair constitutes an unfair labor practice within the jurisdiction of the National Labor Relations Act (NLRA). Please click on the Help Desk button for more information on matters covered by the NLRA.
- The section of the charge form called, "Basis of Charge," seeks only a brief description of the alleged unfair labor practice. You should **NOT** include a detailed recounting of the evidence in support of the charge or a list of the names and telephone numbers of witnesses.
- After completing the charge form, be sure to sign and date the charge and mail or deliver the completed form to the appropriate Regional Office.
- A charge should be filed with the Regional Office which has jurisdiction over the geographic area of the United States where the unfair labor practice occurred. For example, an unfair labor practice charge alleging that an employer unlawfully discharged an employee would usually be filed with the Regional Office having jurisdiction over the worksite where the employee was employed prior to his/her discharge. An Information Officer will be pleased to assist you in locating the appropriate Regional Office in which to file your charge.
- The NLRB's Rules and Regulations state that it is the responsibility of the individual, employer or union filing a charge to timely and properly serve a copy of the charge on the person, employer or union against whom such charge is made.
- By statute, only charges filed and served within **six (6) months** of the date of the event or conduct, which is the subject of that charge, will be processed by the NLRB.



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 22 20 Washington Place FL 5 NEWARK, NJ 07102-3127

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852 Download NLRB Mobile App

March 13, 2023

(b) (6), (b) (7)(C)

Medieval Knights 149 Polito Avenue Lyndhurst, NJ 07071

> Re: Medieval Knights, LLC Case 22-CA-313891

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory LAURA ELRASHEDY whose telephone number is (862)229-7049.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

#### Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM NLRB-5081 (3-11)	NATIONAL LABOR RELA	TIONS BOARD			
QUESTIONNAIRE ON COMMERCE INFORMATION					
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.					
CASE NAME			ASE NUMBER -CA-313891		
1. EXACT LEGAL TITLE OF ENTITY (As filed w	rith State and/or stated in legal	documents forming entity)			
2. TYPE OF ENTITY					
[] CORPORATION [] LLC [] LLP [	] PARTNERSHIP [ ] SOLE	E PROPRIETORSHIP [ ] OTHER	(Specify)		
3. IF A CORPORATION or LLC  A. STATE OF INCORPORATION	D NAME ADDRESS AND	DELATIONCHID (a a passat subsidia	OF ALL DELATED ENTITIES		
OR FORMATION	b. NAIVIE, ADDRESS, AND	RELATIONSHIP (e.g. parent, subsidia	ly) OF ALL RELATED ENTITIES		
4. IF AN LLC OR ANY TYPE OF PARTNERSHI	P, FULL NAME AND ADDRE	SS OF ALL MEMBERS OR PARTN	ERS		
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRI	ETOR			
6. BRIEFLY DESCRIBE THE NATURE OF YOU	R OPERATIONS (Products ha	ndled or manufactured, or nature of sei	vices performed).		
7A. PRINCIPAL LOCATION:	7B. BRANC	H LOCATIONS:			
8. NUMBER OF PEOPLE PRESENTLY EMPLO	VED				
A. TOTAL:	B. AT THE ADDRESS INVO	OI VED IN THIS MATTER:			
			YEAR (FYDATES	)	
9. DURING THE MOST RECENT (Check the appr			YEAR (FYDATES NO	_)	
DURING THE MOST RECENT (Check the app.  A. Did you provide services valued in excess of \$50,0  \$	ropriate box): [ ] CALENDAR	your State? If no, indicate actual value	YES NO	_)	
DURING THE MOST RECENT (Check the app.  A. Did you provide services valued in excess of \$50,0      S  B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly out.	propriate box): [ ] CALENDAR  Output  Output  Control  Co	your State? If no, indicate actual value customers in your State who purchased	YES NO	_)	
DURING THE MOST RECENT (Check the app.  A. Did you provide services valued in excess of \$50,0      S  B. If you answered no to 9A, did you provide service goods valued in excess of \$50,000 from directly ou provided. \$  C. If you answered no to 9A and 9B, did you provide	propriate box): [ ] CALENDAR  Output to customers outside  s valued in excess of \$50,000 to this de your State? If no, indicate  services valued in excess of \$50	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems,	YES NO	_)	
DURING THE MOST RECENT (Check the app.  A. Did you provide services valued in excess of \$50,0  \$	propriate box): [ ] CALENDAR  Output directly to customers outside  s valued in excess of \$50,000 to the side your State? If no, indicate  services valued in excess of \$50 tations, commercial buildings, educations.	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, ducational institutions, or retail concerns	YES NO	_)	
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  Output directly to customers outside s valued in excess of \$50,000 to triside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, lucational institutions, or retail concerns e your State? If less than \$50,000, indicate the policy of the public utilities are stated to the public utilities are stated to the public utilities.	YES NO	_)	
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR  Output directly to customers outside s valued in excess of \$50,000 to tside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside d in excess of \$50,000 directly to	your State? If no, indicate actual value customers in your State who purchased the value of any such services you 3,000 to public utilities, transit systems, ducational institutions, or retail concerns the your State? If less than \$50,000, indicate of customers located inside your State will be customers located your state.	YES NO		
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  Output to customers outside  s valued in excess of \$50,000 to tside your State? If no, indicate  services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside  d in excess of \$50,000 directly to from directly outside your State?	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, ducational institutions, or retail concerns e your State? If less than \$50,000, indicate amount? If less than \$50,000, indicate amount	YES NO		
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  Output description of the control of	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, lucational institutions, or retail concerns e your State? If less than \$50,000, indicate amount of the customers located inside your State who is the property of the state o	YES NO		
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  COO directly to customers outside  s valued in excess of \$50,000 to tside your State? If no, indicate  services valued in excess of \$50 tations, commercial buildings, ed  ectly to customers located outside  d in excess of \$50,000 directly to from directly outside your State?  cess of \$50,000 from directly out  cess of \$50,000 from enterprises adicate amount. \$	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, ducational institutions, or retail concerns e your State? If less than \$50,000, indicate or customers located inside your State where the your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from	YES NO		
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  Output directly to customers outside  s valued in excess of \$50,000 to the side your State? If no, indicate  services valued in excess of \$50 tations, commercial buildings, exceptly to customers located outside  d in excess of \$50,000 directly to from directly outside your State?  Decess of \$50,000 from directly outside services of \$50,000 from enterprises and the services (Check the largest amount of the services (C	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, ducational institutions, or retail concerns e your State? If less than \$50,000, indicate or customers located inside your State where the your State? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from	YES NO		
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  DOO directly to customers outside s valued in excess of \$50,000 to tside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, ed ectly to customers located outside d in excess of \$50,000 directly to from directly outside your State?  December of \$50,000 from directly out excess of \$50,000 from enterprises adicate amount. \$  Exercises (Check the largest amo [ ] \$1,000,000 or more If less  If yes, specify date:	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, lucational institutions, or retail concerns e your State? If less than \$50,000, indicate amount customers located inside your State who received the goods directly from than \$100,000, indicate amount.	? Inte Oo		
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  Output description of the control of	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, lucational institutions, or retail concerns e your State? If less than \$50,000, indicate amount customers located inside your State who received the goods directly from than \$100,000, indicate amount.	? Inte Oo		
9. DURING THE MOST RECENT (Check the app.  A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  Outper of the control	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, lucational institutions, or retail concerns to your State? If less than \$50,000, indicate amount? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from than \$100,000, indicate amount.	? Inte Oo		
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR  Outper of the control	your State? If no, indicate actual value customers in your State who purchased the value of any such services you ,000 to public utilities, transit systems, lucational institutions, or retail concerns to your State? If less than \$50,000, indicate amount? If less than \$50,000, indicate amount side your State? If less than \$50,000, who received the goods directly from than \$100,000, indicate amount.	? Inte Oo		

### PRIVACY ACT STATEMENT

SIGNATURE

E-MAIL ADDRESS

DATE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

#### **UNITED STATES OF AMERICA**

#### **BEFORE THE NATIONAL LABOR RELATIONS BOARD**

MEDIEVAL KNIGHTS, LLC Charged Party	
and	Case 22-CA-313891
AMERICAN GUILD OF VARIEITY ARTISTS, UNITED STATES AND CANADA ('AGVA")	
Charging Party	
AFFIDAVIT OF SERVICE OF CHARGE AGAIN  I, the undersigned employee of the National Labor Re March 13, 2023, I served the above-entitled document following persons, addressed to them at the following	lations Board, state under oath that on (s) by post-paid regular mail upon the
(b) (6), (b) (7)(C) Medieval Knights 149 Polito Avenue Lyndhurst, NJ 07071	
March 13, 2023	Enter NAME, Designated Agent of NLRB
Date	Name
	Signature
	Signature



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 22 20 Washington Place FL 5 NEWARK, NJ 07102-3127

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852 Download NLRB Mobile App

March 13, 2023

AMERICAN GUILD OF VARIEITY ARTISTS, UNITED STATES AND CANADA ('AGVA") 363 7th Ave Fl 17 New York, NY 10001-3904

> Re: Medieval Knights, LLC Case 22-CA-313891

Dear Sir or Madam:

The charge that you filed in this case on March 10, 2023 has been docketed as case number 22-CA-313891. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory LAURA ELRASHEDY whose telephone number is (862)229-7049.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

SUZANNE SULLIVAN Regional Director

#### Enclosure

1. Important Information About NLRB Investigations for Immigrant Workers (English & Spanish)

cc: ERIC R. GREENE, ESQ.
Spivak Lipton LLP
1040 Avenue of the Americas, 20th Floor
New York, NY 10018



# **Important Information About NLRB Investigations for Immigrant Workers**



## The National Labor Relations Act (NLRA) protects most private-sector employees, <u>regardless</u> of their immigration status. The NLRA gives employees the right to:

- Form, join, or assist a union to negotiate concerning wages and other working conditions.
- ➤ Discuss wages and other working conditions with coworkers, a union, a worker center, a government agency, the media, or the public.
- Take collective action with coworkers to try to improve wages and other working conditions.
- ➤ Choose not to take part in any of these actions.

## Below is important information for you to know about our confidential investigation process:

- Because immigration status is not relevant as to whether there has been a violation of the NLRA:
  - We will **NOT** ask you about your immigration status.
  - O You **DO NOT** need to share any information with us about your immigration status.
  - You DO NOT need to share information about the status of your current/former coworkers.
- We only enforce the NLRA and have **NO** involvement with the enforcement of immigration laws.
- We will **NOT** share any information about you with the Department of Homeland Security (DHS), including Immigration and Customs Enforcement (ICE), or any other immigration authorities, unless you request that we share your information to assist you with seeking immigration relief, as described in the last bulleted point of this document.
- If you have concerns about appearing at our offices for any reason, please speak with the Board Agent assigned to the case about other methods of participating in the investigation, including taking your affidavit outside of our office or by video.
- Our investigations are confidential, which means that we will **NOT** disclose your affidavit to an employer, unless you testify at a trial, or we seek a federal court injunction.
- If you are not comfortable communicating with us in English, we will make an interpreter available to provide assistance and information in your preferred language.
- If you are aware that an employer or union has engaged in any of the following conduct, please tell the Board Agent about it because it may violate the law:

- Threatening to call DHS or ICE or making other similar threats because you or other employees have engaged in union activity or other collective action to improve working conditions.
- Asking employees to provide new or updated immigration documents/papers or reverifying employees' work authorization without a valid, non-discriminatory reason, which could violate the NLRA or other laws.
- If, at the end of the investigation, we determine there is merit to the charge (the employer or union has violated the law) and we have to litigate the case before an Administrative Law Judge, we will make every effort to prevent the employer or union from asking you about your immigration status.
- If you have filed a charge or are a witness and you or your representative tells us that there is NLRA protected activity at a worksite and immigration relief is necessary to protect employees who are exercising those rights or participating in the NLRB process, the NLRB will consider seeking immigration relief for employees at that worksite including deferred action, parole, U or T visa status, or other relief as available and appropriate. The NLRB cannot provide immigration advice. If you need immigration counsel, a list of providers of free legal services is available here: <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

For more information on the NLRB, please visit our website, www.nlrb.gov.



### Información Importante Acerca de las Investigaciones de la NLRB para los Trabajadores Inmigrantes



La Ley Nacional de Relaciones del Trabajo (NLRA por sus siglas en inglés) protege a la mayoría de los empleados del sector privado, <u>independientemente</u> de su estatus migratorio. La NLRA les da a los empleados el derecho a:

- Formar, afiliarse o ayudar a una unión para negociar sobre los salarios y otras condiciones de trabajo.
- Discutir los salarios y otras condiciones de trabajo con los compañeros de trabajo, una unión, un centro de trabajadores, una agencia gubernamental, los medios de comunicación o el público.
- > Tomar acciones colectivas con los compañeros de trabajo para tratar de mejorar los salarios y otras condiciones de trabajo.
- > Optar por no participar en ninguna de estas acciones.

## A continuación, le presentamos información importante que debe conocer acerca de nuestro proceso de investigación confidencial:

- Porque el estatus migratorio no es pertinente si ha habido una violación de la NLRA:
  - o Nosotros **NO** le preguntaremos sobre su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información con nosotros acerca de su estatus migratorio.
  - Usted NO NECESITA compartir ninguna información sobre el estatus [migratorio] de sus actuales/antiguos compañeros de trabajo.
- Sólo hacemos cumplir la NLRA y **NO** estamos involucrados en el cumplimiento de las leyes de inmigración.
- NO compartimos ninguna información sobre usted con el Departamento de Seguridad Nacional (DHS por sus siglas en inglés), incluyendo el Servicio de Inmigración y Control de Aduanas (ICE por sus siglas en inglés) o cualquier otra autoridad de inmigración, a menos que usted solicite que compartamos su información para ayudarle a buscar alivio migratorio, como se describe en el último punto de este documento.
- Si tiene preocupaciones acerca de presentarse en nuestras oficinas por cualquier razón, por favor hable con el agente de la Junta asignado al caso sobre otras maneras de participar en la investigación, incluyendo tomar su declaración jurada fuera de nuestra oficina o por video.
- Nuestras investigaciones son confidenciales, lo que significa que **NO** divulgaremos su declaración jurada a un empleador, a menos que usted testifique en un juicio, o que busquemos un mandato judicial federal.
- Si no está cómodo/a comunicándose con nosotros en inglés, tendremos un intérprete disponible para proporcionarle asistencia e información en su idioma predilecto.

- Si usted sabe que un empleador o unión ha incurrido en alguna de las siguientes conductas, por favor infórmele al agente de la Junta ya que puede violar la ley:
  - Amenazar con llamar al DHS o al ICE o hacer otras amenazas similares porque usted u otros empleados han participado en actividades sindicales u otras acciones colectivas para mejorar las condiciones de trabajo.
  - Pedir a los empleados que proporcionen documentos/papeles de inmigración nuevos o actualizados o volver a verificar la autorización de trabajo de los empleados sin una razón válida y no discriminatoria, que podría violar la NLRA u otras leyes.
- Si, al final de la investigación, determinamos que el cargo tiene mérito (el empleador o la unión han violado la ley) y tenemos que litigar el caso frente a un Juez de Ley Administrativa, haremos todo lo posible para evitar que el empleador o la unión le pregunten sobre su estatus migratorio.
- Si usted ha presentado un cargo o es un testigo y usted o su representante nos dice que se hay una actividad protegida por la NLRA en un lugar de trabajo y que es necesario un alivio migratorio para proteger a los empleados que están ejerciendo esos derechos o participando en el proceso de la Junta Nacional de Relaciones del Trabajo (NLRB por sus siglas en ingles), la NLRB considerará la posibilidad de buscar un alivio migratorio para los empleados en ese lugar de trabajo, incluyendo la acción diferida, la libertad condicional, visas U o T u otro alivio en la medida en que esté disponible y sea apropiado. La NLRB no puede proporcionar asesoramiento de inmigración. Si necesita asesoramiento de inmigración, una lista de proveedores de servicios legales sin costo se encuentra disponible aquí (en inglés): <a href="https://www.justice.gov/eoir/list-pro-bono-legal-service-providers">https://www.justice.gov/eoir/list-pro-bono-legal-service-providers</a>.

Para más información acerca de la NLRB, por favor visite nuestra página web, <a href="www.nlrb.gov">www.nlrb.gov</a>.



#### UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

**REGION 22** 20 WASHINGTON PL NEWARK, NJ 07102-3127



Agency Website: www.nlrb.gov Telephone: (973)645-2100 **NLRB** Mobile App

January 4, 2023

Eric Greene, Esq. American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001

> Re: American Guild of Variety Artists

Fax: (973)645-3852

(Medieval Knights, LLC) Case 22-CB-309762

Dear Mr. Greene:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

**<u>Right to Representation:</u>** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Suzanne Sullivan Regional Director

Enclosure: Copy of Charge

## UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

AMERICAN GUILD OF VARIETY ARTIST (MEDIEVAL KNIGHTS, LLC)  Charged Party  and  MEDIEVAL KNIGHTS, LLC  Charging Party	Case 22-CB-309762
AFFIDAVIT OF SERVICE OF CHARGE A	GAINST LABOR ORGANIZATION
I, the undersigned employee of the National Lab January 4, 2023, I served the above-entitled door following persons, addressed to them at the following persons, Esq.  American Guild of Variety Artists 363 Seventh Avenue, 17th Floor New York, NY 10001	ument(s) by post-paid regular mail upon the
January 4, 2023 Date	Mamie Doughty, Designated Agent of NLRB Name

/s/ Mamie Doughty

Signature



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 22 20 WASHINGTON PL FL 5 NEWARK, NJ 07102-3127



Download NLRB Mobile App

January 4, 2023

Daniel Sobol, Esquire Medieval Knights, LLC 1500 Market Street, Suite 1800 East Tower Philadelphia, PA 19102

Re: American Guild of Variety Artists

Agency Website: www.nlrb.gov

Telephone: (973)645-2100

Fax: (973)645-3852

(Medieval Knights, LLC) Case 22-CB-309762

Dear Mr. Sobol:

The charge that you filed in this case on January 04, 2023 has been docketed as case number 22-CB-309762. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. The mailing address is 20 WASHINGTON PL, NEWARK, NJ 07102-3127. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board

agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Suzanne Sullivan Regional Director

Enclosure: Commerce Questionnaire

FORM NLRB-5081 (3-11)	NATIONAL LABOR RELA	TIONS BOARD			
QUESTIONNAIRE ON COMMERCE INFORMATION					
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.					
CASE NAME			CASE NUMBER		
			22-CB-309762		
1. EXACT LEGAL TITLE OF ENTITY (As filed w	ith State and/or stated in legal	documents forming entity)			
2. TYPE OF ENTITY					
[] CORPORATION [] LLC [] LLP []	] PARTNERSHIP [ ] SOLI	E PROPRIETORSHIP [ ] OTHE	R (Specify)		
3. IF A CORPORATION or LLC	D MANGE ADDRESS AND	DEL ATTOLICITE (	C A OF ALL DELAMED E	A TOTAL CONTRACTOR OF THE PARTY	
A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND	RELATIONSHIP (e.g. parent, subsid	liary) OF ALL RELATED E	NTITIES	
OKTORWATION					
4. IF AN LLC OR ANY TYPE OF PARTNERSHIP	P, FULL NAME AND ADDRE	SS OF ALL MEMBERS OR PART	INERS		
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRI	FTOR			
J. If A SOLE I ROTRIETORSHIT, FOLE NAME	AND ADDRESS OF TROTAL	LIOR			
6. BRIEFLY DESCRIBE THE NATURE OF YOU	D ODED ATIONS (Products he	undled an manufactured an nature of	annian naufamund)		
0. BRIEFLY DESCRIBE THE NATURE OF YOU	ROFERATIONS (Froducts no	natea or manujacturea, or nature of t	services perjormea).		
7A. PRINCIPAL LOCATION:	7B. BRANC	H LOCATIONS:			
	LID				
8. NUMBER OF PEOPLE PRESENTLY EMPLOY					
A. TOTAL:	B. AT THE ADDRESS INVO	NI VIED IN THIS MATTED.			
9. DURING THE MOST RECENT (Check the appr			AL YEAR (FY DATES	)	
9. DURING THE MOST RECENT (Check the appr	 ropriate box): [ ] CALENDAR	I [] 12 MONTHS or [] FISCA	YES	NO NO	
	 ropriate box): [ ] CALENDAR	I [] 12 MONTHS or [] FISCA	YES	NO NO	
DURING THE MOST RECENT (Check the approach     A. Did you provide services valued in excess of \$50,0	ropriate box): [ ] CALENDAR  Output	your State? If no, indicate actual val	YES	) NO	
DURING THE MOST RECENT (Check the approach     Did you provide services valued in excess of \$50,0     B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly out	propriate box): [ ] CALENDAR  Output  Output  Control  Co	your State? If no, indicate actual values customers in your State who purchase	YES	) NO	
DURING THE MOST RECENT (Check the approach      Did you provide services valued in excess of \$50,0      B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly our provided. \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you	YES d	) NO	
DURING THE MOST RECENT (Check the approach     Did you provide services valued in excess of \$50,0     B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly out	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you ,000 to public utilities, transit systems	YES d	NO NO	
DURING THE MOST RECENT (Check the approach of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you ,000 to public utilities, transit systems ducational institutions, or retail concerning.	YES  d  is, ns?	NO NO	
During the Most recent (Check the approach of \$50.0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you ,000 to public utilities, transit systems ducational institutions, or retail concerning.	YES  d  is, ns?	) NO	
DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not public utilities, transit systems ducational institutions, or retail concern your State? If less than \$50,000, indicate actual values of any such services you	YES  d  s, ns?	NO NO	
During the Most recent (Check the approach of \$50.0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value of any such services you not public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, independent of the customers located inside your State?	YES  d  icate  who	NO NO	
D. Did you provide services valued in excess of \$50,0      S	ropriate box): [ ] CALENDAR  1000 directly to customers outside  s valued in excess of \$50,000 to tside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, except to customers located outside  d in excess of \$50,000 directly to from directly outside your State	your State? If no, indicate actual value of any such services you ducational institutions, or retail concert eyour State? If less than \$50,000, indicate amount of the state o	YES  d  icate  who  nt.	) NO	
D. Did you provide services valued in excess of \$50,0      S	ropriate box): [ ] CALENDAR  1000 directly to customers outside  s valued in excess of \$50,000 to tside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, except to customers located outside  d in excess of \$50,000 directly to from directly outside your State	your State? If no, indicate actual value of any such services you ducational institutions, or retail concert eyour State? If less than \$50,000, indicate amount of the state o	YES  d  icate  who  nt.	NO NO	
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concern your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts ide your State? If less than \$50,000, indicate amounts ide your State? If less than \$50,000	YES  d  is, ns?  icate  who nt.	NO NO	
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concern your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts ide your State? If less than \$50,000, indicate amounts ide your State? If less than \$50,000	YES  d  is, ns?  icate  who nt.	) NO	
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 who received the goods directly from the your State?	YES  d  is, ns?  icate  who nt.	NO	
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 who received the goods directly from the your State?	YES  d  is, ns?  icate  who nt.	NO NO	
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR CONTROL C	your State? If no, indicate actual value of any such services you not open such services you not open state? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  icate  who  nt.		
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value of any such services you not open such services you not open state? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  icate  who  nt.		
9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you good to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 indicate amounts idea your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  s, ms?  icate  who nt.  ,  LECTIVE BARGAINING?		
<ul> <li>9. DURING THE MOST RECENT (Check the approaches)</li> <li>A. Did you provide services valued in excess of \$50,00 \$</li></ul>	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you constitute of any such services your State? If less than \$50,000, indicate amount side your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.  **ROUP THAT ENGAGES IN COLUMN ABOUT YOUR OPERATION**	YES  d  icate who int.  LECTIVE BARGAINING?		
9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you good to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 indicate amounts idea your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  s, ms?  icate  who nt.  ,  LECTIVE BARGAINING?		

SIGNATURE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations
Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71
Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause
the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

E-MAIL ADDRESS

DATE



## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852



January 4, 2023

Daniel J. Sobol, Esq. Medieval Knights, LLC 149 Polito Ave Lyndhurst, NJ 07071-3601

**REGION 22** 

20 WASHINGTON PL

NEWARK, NJ 07102-3127

Re: American Guild of Variety Artists

(Medieval Knights, LLC) Case 22-CB-309762

Dear Mr. Sobol:

Enclosed is a copy of a charge that has been filed in this case. Although this charge is not filed against you, it is necessary for us to obtain information from you to determine whether we have jurisdiction over this case. In the future we may also need to obtain evidence from you concerning the merits of the charge. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney JAIME COSLOY whose telephone number is (862)229-7030. If this Board agent is not available, you may contact Supervisory Field Examiner FRANK W. FLORES whose telephone number is (862)229-7051.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently

submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

If, during the investigation of this matter, the Board agent asks for evidence, I strongly urge you or your representative to promptly present all evidence relevant to the investigation. In this way, the case may be fully investigated more quickly.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence</u>: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. To ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

<u>Controlled Unclassified Information (CUI)</u>: This National Labor Relations Board (NLRB) proceeding may contain Controlled Unclassified Information (CUI). Subsequent information in this proceeding may also constitute CUI. National Archives and Records Administration (NARA) regulations at 32 CFR Part 2002 apply to all executive branch agencies that designate or handle information that meets the standards for CUI.

\* \* \*

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <a href="www.nlrb.gov">www.nlrb.gov</a> or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Suzanne Sullivan Regional Director

#### Enclosures

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM NLRB-5081 (3-11)	NATIONAL LABOR RELA	TIONS BOARD			
QUESTIONNAIRE ON COMMERCE INFORMATION					
Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.					
CASE NAME			CASE NUMBER		
			22-CB-309762		
1. EXACT LEGAL TITLE OF ENTITY (As filed w	ith State and/or stated in legal	documents forming entity)			
2. TYPE OF ENTITY					
[] CORPORATION [] LLC [] LLP []	] PARTNERSHIP [ ] SOLI	E PROPRIETORSHIP [ ] OTHE	R (Specify)		
3. IF A CORPORATION or LLC	D MANGE ADDRESS AND	DEL ATTOLICITE (	C A OF ALL DELAMED E	A TOTAL CONTRACTOR OF THE PARTY	
A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND	RELATIONSHIP (e.g. parent, subsid	liary) OF ALL RELATED E	NTITIES	
OKTORWATION					
4. IF AN LLC OR ANY TYPE OF PARTNERSHIP	P, FULL NAME AND ADDRE	SS OF ALL MEMBERS OR PART	INERS		
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRI	FTOR			
J. If A SOLE I ROTRIETORSHIT, FOLE NAME	AND ADDRESS OF TROTAL	LIOR			
6. BRIEFLY DESCRIBE THE NATURE OF YOU	D ODED ATIONS (Products he	undled an manufactured an nature of	annian naufamund)		
0. BRIEFLY DESCRIBE THE NATURE OF YOU	ROFERATIONS (Froducts no	natea or manujacturea, or nature of t	services perjormea).		
7A. PRINCIPAL LOCATION:	7B. BRANC	H LOCATIONS:			
	LID				
8. NUMBER OF PEOPLE PRESENTLY EMPLOY					
A. TOTAL:	B. AT THE ADDRESS INVO	NI VIED IN THIS MATTED.			
9. DURING THE MOST RECENT (Check the appr			AL YEAR (FY DATES	)	
9. DURING THE MOST RECENT (Check the appr	 ropriate box): [ ] CALENDAR	I [] 12 MONTHS or [] FISCA	YES	NO NO	
	 ropriate box): [ ] CALENDAR	I [] 12 MONTHS or [] FISCA	YES	NO NO	
DURING THE MOST RECENT (Check the approach     A. Did you provide services valued in excess of \$50,0	ropriate box): [ ] CALENDAR  Output	your State? If no, indicate actual val	YES	) NO	
DURING THE MOST RECENT (Check the approach     Did you provide services valued in excess of \$50,0     B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly out	propriate box): [ ] CALENDAR  Output  Output  Control  Co	your State? If no, indicate actual values customers in your State who purchase	YES	) NO	
DURING THE MOST RECENT (Check the approach      Did you provide services valued in excess of \$50,0      B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly our provided. \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you	YES d	) NO	
DURING THE MOST RECENT (Check the approach     Did you provide services valued in excess of \$50,0     B. If you answered no to 9A, did you provide services goods valued in excess of \$50,000 from directly out	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you ,000 to public utilities, transit systems	YES d	) NO	
DURING THE MOST RECENT (Check the approach of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you ,000 to public utilities, transit systems ducational institutions, or retail concerning.	YES  d  is, ns?	NO NO	
During the Most recent (Check the approach of \$50.0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you ,000 to public utilities, transit systems ducational institutions, or retail concerning.	YES  d  is, ns?	) NO	
DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not public utilities, transit systems ducational institutions, or retail concern your State? If less than \$50,000, indicate actual values of any such services you	YES  d  s, ns?	NO NO	
During the Most recent (Check the approach of \$50.0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value of any such services you not public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, independent of the customers located inside your State?	YES  d  icate  who	NO NO	
D. Did you provide services valued in excess of \$50,0      S	ropriate box): [ ] CALENDAR  1000 directly to customers outside  s valued in excess of \$50,000 to tside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, except to customers located outside  d in excess of \$50,000 directly to from directly outside your State	your State? If no, indicate actual value of any such services you ducational institutions, or retail concert eyour State? If less than \$50,000, indicate amount of the state o	YES  d  icate  who  nt.	) NO	
D. Did you provide services valued in excess of \$50,0      S	ropriate box): [ ] CALENDAR  1000 directly to customers outside  s valued in excess of \$50,000 to tside your State? If no, indicate services valued in excess of \$50 tations, commercial buildings, except to customers located outside  d in excess of \$50,000 directly to from directly outside your State	your State? If no, indicate actual value of any such services you ducational institutions, or retail concert eyour State? If less than \$50,000, indicate amount of the state o	YES  d  icate  who  nt.	NO NO	
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concern your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts ide your State? If less than \$50,000, indicate amounts ide your State? If less than \$50,000	YES  d  is, ns?  icate  who nt.	NO NO	
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concern your State? If less than \$50,000, indicate amounts of the concern of the state? If less than \$50,000, indicate amounts of the state? If less than \$50,000, indicate amounts of the state? If less than \$50,000, indicate amounts of the state? If less than \$50,000 indicate amounts of the state?	YES  d  is, ns?  icate  who nt.	) NO	
D. Did you provide services valued in excess of \$50,0      S	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 who received the goods directly from the your State?	YES  d  is, ns?  icate  who nt.	NO	
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you not to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 who received the goods directly from the your State?	YES  d  is, ns?  icate  who nt.	NO NO	
A. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR CONTROL C	your State? If no, indicate actual value of any such services you not open such services you not open state? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  icate  who  nt.		
D. Did you provide services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual value of any such services you not open such services you not open state? If less than \$50,000, indicate amount of the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000, indicate amount not open such as the your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  icate  who  nt.		
9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you good to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 indicate amounts idea your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  s, ms?  icate  who nt.  ,  LECTIVE BARGAINING?		
<ul> <li>9. DURING THE MOST RECENT (Check the approaches)</li> <li>A. Did you provide services valued in excess of \$50,00 \$</li></ul>	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you constitute of any such services your State? If less than \$50,000, indicate amount side your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.  **ROUP THAT ENGAGES IN COLUMN ABOUT YOUR OPERATION**	YES  d  icate who int.  LECTIVE BARGAINING?		
9. DURING THE MOST RECENT (Check the approach of the services valued in excess of \$50,0 \$	propriate box): [ ] CALENDAR [	your State? If no, indicate actual values of any such services you good to public utilities, transit systems ducational institutions, or retail concerns your State? If less than \$50,000, indicate amounts of the your State? If less than \$50,000 indicate amounts idea your State? If less than \$50,000 who received the goods directly from than \$100,000, indicate amount.	YES  d  s, ms?  icate  who nt.  ,  LECTIVE BARGAINING?		

SIGNATURE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations
Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71
Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause
the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

E-MAIL ADDRESS

DATE

FORM NLRB-508 (3-21)

## UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
22-CB-309762	1/4/2023			

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

4 LADOR ORGANIZATION OF ITS ACCUSED A CANADA WAS A CANADA						
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT						
a. Name American Guild of Variety Artists				b. Union Representative to contact Eric Greene		
c. Address (Street, city, state, and ZIP code) 363 Seventh Avenue, 17th Floor, New York, NY 10001		d. Tel. No 212-765		e. Cell No.		
			f. Fax. No	).		
				@spivaklipto		
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections)  of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.						
Within the previous six months, the above named labor org (3) of the National Labor Relations Act by refusing to barg locations.						
3. Name of Employer Medieval Knights, LLC		4a. Tel. No. 215-751-1945	b. Cell No 215-779-		c. Fax No. 610-371-7755	
d. e-mail daniel.sobol@stevens		slee,com				
5. Location of plant involved <i>(street, city, state and ZIP code)</i> 149 Polito Avenue, Lyndhurst NJ 07071		6. Employer representative to contact Daniel J. Sobol				
7. Type of establishment <i>(factory, mine, wholesaler, etc.)</i> Live Show Performance	8. Identify p Performan	principal product or service 9. Number of workers employed Approximately 40				
10. Full name of party filing charge Medieval Knights, LLC	J.,					
11. Address of party filing charge <i>(street, city, state and ZIP code)</i> 1500 Market St., East Tower, Suite 1800		11a. Tel. No. 215-751-1945	b. Cell No. c. Fax No. 610-371-7755			
d. e-mail daniel.sobol@stevens			lee.com			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			Tel. No. 215-751-1945 Cell No.			
(signature of representative or person making charge)	Daniel J. Sobol  ture of representative or person making charge) (Print/type name and title or office, if any)			215-779-3793 Fax No. 610-371-7755		
Address 1500 Market St., East Tower, Suite 1800	1500 Market St., East Tower, Suite 1800 Date Jan 4, 2023			e-mail daniel.sobol@stevenslee.com		

### WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

and Medieval Knights, LLC	CASE 22-CB-309762  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO	THAT THE DADTY MAY DECEIVE CODIES OF
CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY V DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
Michael J Greenfield  NAME:	
1500 Market Street, East Tower, Suite 1800	
Philadelphia PA	
E-MAIL ADDRESS: michael.greenfield@stevenslee.com	
OFFICE TELEPHONE NUMBER:	
SIGNATURE:  (Plane sign in ink.)	
(Please sign in ink.) DATE: Tuesday, January 17, 2023 2:45 PM Eastern Standard	Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Medieval Knights, LLC	CASE 22-CB-309762  American Guild of Variety Artists (Medieval Knights, LLC)
REGIONAL DIRECTOR  EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC	TIVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN	ADDITION TO THOSE DESCRIBED BELOW, THIS
BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY YOU DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	
(REPRESENTATIVE INFOR	MATION)
Daniel J. Sobol	
A Stevens & Lee/Griffin Company,1500 Ma  MAILING ADDRESS: Philadelphia PA	arket Street, East Tower, Suite 1800
E-MAIL ADDRESS: daniel.sobol@stevenslee.com	
OFFICE TELEPHONE NUMBER: 2157511945	
2157793793 CELL PHONE NUMBER:	6103717755 _FAX:
SIGNATURE:  (Please sign in ink.) DATE: Tuesday, January 17, 2023 2:46 PM Eastern Standard	Time
l .	

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

and Medieval Knights, LLC	CASE 22-CB-309762  American Guild of Variety Artists (Medieval Knights, LLC)
EXECUTIVE SECRETARY NATIONAL LABOR RELATIONS BOARD Washington, DC 20570	GENERAL COUNSEL NATIONAL LABOR RELATIONS BOARD Washington, DC 20570
THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTAT Medieval Knights, LLC  IN THE ABOVE-CAPTIONED MATTER.	IVE OF
IN THE ABOVE-CAPTIONED MATTER.	
CHECK THE APPROPRIATE BOX(ES) BELOW:  REPRESENTATIVE IS AN ATTORNEY  IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE TO CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY VIDOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMEN CASEHANDLING MANUAL.	ADDITION TO THOSE DESCRIBED BELOW, THIS WILL RECEIVE ONLY COPIES OF CERTAIN
(REPRESENTATIVE INFOR	MATION)
(b) (6),	
1500 Market Street, East Tower, Suite 1800  MAILING ADDRESS: Philadelphia PA	
E-MAIL ADDRESS: (b) (6), (b) stevenslee.com	
OFFICE TELEPHONE NUMBER: (b) (6), (b)	
CELL PHONE NUMBER: (b) (6), (b) (7)(C) SIGNATURE:	_FAX:
(Please sign in ink.) DATE: Tuesday, January 17, 2023 2:48 PM Eastern Standard	Time

 $<sup>^1</sup>$  IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

## UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 22 20 WASHINGTON PL FL 5 NEWARK, NJ 07102-3127

Agency Website: www.nlrb.gov Telephone: (973)645-2100 Fax: (973)645-3852

February 14, 2023

ERIC GREENE, ESQ. AMERICAN GUILD OF VARIETY ARTISTS 363 SEVENTH AVENUE, 17TH FLOOR NEW YORK, NY 10001

Re: American Guild of Variety Artists

(Medieval Knights, LLC) Case 22-CB-309762

Dear Mr. Greene:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Suzanne Sullivan Regional Director

cc: DANIEL J. SOBOL, ESQ.
MEDIEVAL TIMES U.S.A. INC.
149 POLITO AVE
LYNDHURST, NJ 07071-3601

DANIEL SOBOL, ESQUIRE MEDIEVAL KNIGHTS, LLC 1500 MARKET STREET, SUITE 1800 EAST TOWER PHILADELPHIA, PA 19102